

Report on an  
Enquiry into the Incidence  
of Incapacity for work

*Part I: Scope and characteristics of  
Employers' Sick Pay Schemes*





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## CHAPTER I

# Introduction

1. A special enquiry into the incidence of incapacity for work in the year which ended on 2nd June, 1962 was undertaken by the Ministry of Pensions and National Insurance under the guidance of a Committee which included representatives of the Medical Research Council, the Ministry of Labour, the Ministry of Health, the Department of Health for Scotland, and the General Register Office, as well as the Ministry of Pensions and National Insurance. The main purpose of the enquiry, which was based on samples of insured men and women, was "to compare the nature and extent of incapacity for work in different occupations and in different areas"<sup>\*</sup>. In planning the enquiry it was considered desirable to analyse separately incapacity for work recorded among persons covered by sick pay schemes, and to obtain in respect of a sub-sample of persons covered by such schemes some basic information about the provisions of these arrangements.

2. The full results of the enquiry—giving figures for incapacity for work among men in each of some 220 occupation groups and 210 areas and for women more broadly grouped—will be published later this year (1964) in Part II of this Report. Meanwhile, in view of the present interest in sick pay schemes, the information about such schemes which was collected incidentally to the main enquiry is set out in this volume†. The tables here presented show in outline the way in which the samples were found to be distributed by industry, occupation and area and, for each group, the proportion of the men and women found to be covered by employers' sick pay arrangements and the main features of those arrangements. A few tables indicate the extent of incapacity for work among men and women covered by sick pay arrangements and those without such cover, in the occupation "orders" and area aggregates. Part II of the Report will include detailed figures showing the rates of incapacity for work both among persons with sick pay and among those not covered by these arrangements for all occupations and areas for which there were sufficient persons in the sample.

### THE SAMPLES

3. The background to the enquiry into the incidence of incapacity for work will be described more fully in Part II. Briefly, however, the enquiry covered a 5 per cent sample of men and a 2½ per cent sample of women who at the beginning of June, 1961 were in civil employment or registered as unemployed and were insured for national insurance sickness benefit, or who, though not then in employment, exchanged a national insurance contribution card bearing at least 26 full contributions as an employed person. Sickness benefit records were used to provide information about the number of persons becoming incapable of work in the course of the year which followed, and the number of days of incapacity recorded. It was therefore necessary to omit certain groups of persons whose incapacity for work would not be recorded. Most permanent civil servants do not claim sickness benefit during the first six months of incapacity (while there is title to full pay); mariners do not receive sickness benefit for incapacity for work in the course of a voyage; and, the biggest group numerically, married women and certain widows have the right to choose not to pay contributions, and those who had so chosen (about seven out of ten of all married women in employment) were not included in the sample. Men and women who had been sick for a long time were generally no longer on an employer's payroll and so were also outside the scope of the sample. Finally, analysis of the material was restricted to men who at 31st December, 1961, i.e. the mid-point of the twelve months covered by the enquiry, had not reached the age of 64 and women who at that date

\* Minister of Pensions and National Insurance announcing the enquiry in the House of Commons, 30th January, 1961.

† Much of this information has already been given to the Committee recently set up by the Minister of Labour's National Joint Advisory Council to study the information available about sick pay schemes.

had not reached the age of 59. This was because those who were older would have had an opportunity of taking their retirement pensions, thereby ceasing to be covered for sickness benefit, before the end of the twelve months period, so sickness records would be incomplete. The upper age limits of the men and women in the samples were thus 64½ (men) and 59½ (women) at the end of the period.

4. The samples were selected in June, 1961 by reference to the national insurance numbers on the contribution cards which had just expired and were being exchanged by employers at the Ministry's local offices. Enquiry forms were sent to these employers asking for precise details of the occupations followed by the persons concerned and whether they were covered by any arrangement for receiving sick pay in addition to their national insurance benefit. (In a minority of cases—less than 4 per cent—these questions were asked of insured persons who had exchanged their own contribution cards.) The criterion was that the arrangement, whether the subject of a formal agreement or not, was financed wholly or partly by the employer; arrangements such as sick clubs financed wholly by employees were not to be taken into account. Employers were told to regard an employee as "covered" for sick pay if he already had entitlement to it or would become so entitled on completion of a probationary period finishing within the following twelve months, i.e. within the period for which sickness was to be surveyed. This was to enable the records of people covered by sick pay schemes for all or part of the year under review to be analysed separately from those of people with no actual or expected sick pay cover. The relevant forms (Stats. 100 and Stats. 105) are reproduced in Appendix I.

5. The samples comprised respectively nearly 620,500 men and 90,000 women and in both cases replies were received to over 97 per cent of the enquiry forms issued. In none of the industry groups referred to in this Report was the response rate less than 94 per cent for men or for women. The Ministry is grateful to employers and employers' associations for this high degree of co-operation.

#### THE SUB-SAMPLES

6. The answers which employers gave to the enquiry forms revealed that about 351,000 of the men and 53,500 of the women in the samples had some sort of cover for sick pay. A supplementary form was issued for about one in ten of these men and women (form Stats. 103, see Appendix I). By completing this form, each of the relevant employers was able to give the Ministry a broad outline of his sick pay arrangements as they affected the employee concerned. Some large employers in the public sector\* supplied copies of their sick pay schemes from which the information required about individual employees was extracted in the Ministry, and some other employers attached copies of their schemes to the forms they completed and returned.

7. Because the enquiry was conducted by post, and in order to limit the amount of work involved for employers, it was necessary to keep this enquiry form simple. The draft form was circulated for comment, with a note about the purpose of the enquiry and a draft of the main enquiry form, to the British Employers' Confederation, the Trades Union Congress, Local Authority Associations, nationalised industries and the medical associations principally interested. The questions as agreed asked whether sick pay would start from the first day of illness or, if not, after what period; whether there was any limit on the time for which payment would be made, and if so the maximum; how much would be paid when illness started; and what length of service, if any, was required before any payment was made. Once again the response from employers was excellent: 97 per cent of the forms for men and 96 per cent of those for women were completed, providing information for over 33,600 men and 5,400 women. It has been assumed for the purpose of this Report that the sick pay arrangements in respect of those for whom no reply was received had the same characteristics as the schemes for which details were supplied.

8. Employers were asked to relate their replies to the employee named, the intention being that the form should be completed to show how the sick pay schemes affected the individual at the time the form was completed. For example, where the period for which payment would

\* Local Authorities, National Coal Board, Atomic Energy Authority, Electricity Council and Gas Council.

be made during sickness varied according to length of service, the period shown would depend on the actual length of service then completed. Where copies of sick pay schemes were supplied centrally (see paragraph 6) information about the length of service of individual employees was not available, and it was therefore assumed that all employees in the sample had completed a sufficient period of service to give them maximum sick pay entitlement.

#### INFORMATION FROM MINISTRY RECORDS

9. The Ministry was able to add to the information gathered from employers by extracting from its central national insurance records the year of birth of each employee as recorded usually at the time his or her first contribution card was issued. A record was kept of those employees in the samples who became incapable of work and claimed sickness benefit on one or more occasions in the twelve months to 2nd June, 1962 and of the numbers of days of incapacity recorded among all persons in the samples. In compiling this record it was necessary for the sake of comparability between groups to leave out of account all spells of incapacity which lasted for less than four days, since only a fraction of such very short spells (which do not normally attract benefit) are notified to the Ministry.

#### ANALYSES

10. The information collected in the initial enquiries and in the course of the twelve months under review is set out in detail in the tables at the end of this Report. The figures are presented in each table in some or all of the following ways:—

- (i) by "industry": for each order of the Central Statistical Office's Standard Industrial Classification, 1958;
- (ii) by "occupation": for each order of the General Register Office's Classification of Occupations, 1960;
- (iii) by "social class": for social classes I to V of the Classification of Occupations (I and II being amalgamated); and
- (iv) by area: for Great Britain, for England—showing the nine standard regions separately and grouped into Northern and Southern England\*—for Scotland and for Wales.

The women in the samples and sub-samples were found to be concentrated in relatively few industries and occupations and in many orders the numbers were too small to justify a separate entry in the tables for industry and occupation.

11. Tables 1, 2 and 3 show the extent of cover among men, married women and single women† in the main samples analysed as in paragraph 10 with separate percentages for different age groups. Tables 4 to 19 deal with particular characteristics of sick pay arrangements: qualifying periods of employment required before any sick pay was given are shown in Tables 4 to 7; waiting days which had to be served before payment began are in Tables 8 to 11; maximum durations of payment are in Tables 12 to 15; and amounts of sick pay at the commencement of payment are in Tables 16 to 19. The numbers in the sample who were found to be in each industry, occupation, social class and area group are given by age in Tables 20 to 22. Tables 23 to 28 (which do not include industry analyses) show the incapacity rates for each group: first, "inception rates", i.e. the proportions of men, married women and single women who commenced one or more spells of incapacity in the twelve months under review; and then the average numbers of days of incapacity in that period in each group. Figures are given separately for persons with and without sick pay cover.

#### SAMPLES COMPARED WITH ESTIMATES OF EMPLOYED POPULATION

12. Table A shows the percentage distribution by age of the men and women in the samples and the estimated distribution by age of men and women in the employed population at the end of May, 1961.

\* Northern England—Northern, East and West Ridings, North Midland, Midland, and North Western Regions.

Southern England—Eastern, London and South Eastern, Southern, and South Western Regions.

† In this Report the term "single women" is used to cover single women, divorced women and widows.

TABLE A

Age distribution in main samples and in employed population

Per cent

	Age 15 to 63 (men) 15 to 58 (women)	15 to 24	25 to 34	35 to 44	45 to 54	55 to 63 (men) 55 to 58 (women)
<b>MEN</b>						
In sample ... ..	100	17.8	21.7	22.4	22.0	16.1
In employed population (a) ...	100	18.8	21.4	22.5	21.1	16.2
<b>ALL WOMEN</b>						
In sample ... ..	100	48.8	15.8	11.8	16.4	7.2
In employed population (a) ...	100	32.0	17.0	21.0	22.5	7.5
<b>MARRIED WOMEN</b>						
In sample ... ..	100	26.8	21.8	15.6	24.9	10.9
In employed population (a) ...	100	10.5	22.0	30.1	29.8	7.6
<b>SINGLE WOMEN</b>						
In sample ... ..	100	57.7	13.4	10.3	12.9	5.6
In employed population (a) ...	100	56.4	11.3	10.7	14.2	7.4

(a) Source: Ministry of Labour Gazette, June, 1962 (figures adjusted to age at 31st December, 1961).

For men and for single women the age distributions in the main samples were very much the same as was shown by the sample used for the Ministry of Labour's estimates. As was to be expected, the age distribution of the married women in the samples differed considerably from that of the employed population, the samples being "heavy" in the youngest age group and "light" from age 35 onwards. Young married women probably tend to remain insured until they give up work but relatively few re-enter insurance when they take up work after their families have grown up.

## INTERPRETATION OF RESULTS OF ENQUIRY

13. All estimates based on samples are liable to vary from the numbers (and proportions) which would have been found if enquiries had been made in respect of all persons in the categories investigated. The limits within which this "sampling error" is likely to lie can be estimated and are indicated in Appendix II. The size of error depends first on the number of persons in the sample of the particular group in question (Tables 20 to 22) and the size of the proportion which is estimated; and then on the method of estimating—whether from the main samples described in paragraphs 3 to 5, the sub-samples described in paragraphs 6 to 8, or from both, as in the case of the figures given in Chapter IV.

14. When comparing two or more proportions estimated from samples it is, of course, necessary to take account of the possible sampling error in each proportion.

## CHAPTER II

### Extent of Sick Pay Cover

#### PERSONS IN EMPLOYMENT

15. Tables 1 to 3 show the proportions of men and women in the main samples who were said to be covered by employers' sick pay arrangements at various ages, while Tables 20 to 22 give the relevant numbers. The age composition of the main samples was as follows:—

TABLE 3  
Numbers and age distribution of main samples, showing proportions covered by employers' sick pay arrangements

	Units	All ages	Age at 31st December, 1961				
			Up to 24	25 to 34	35 to 44	45 to 54	55 to 63 (men) 55 to 58 (women)
MEN ... ..	Number	620,457	110,705	134,490	138,943	136,415	99,904
Sick pay cover ... ..	Per cent	56.6	47.2	54.7	58.1	60.7	61.6
ALL WOMEN ... ..	Number	89,777	43,927	14,221	10,578	14,644	6,407
Sick pay cover ... ..	Per cent	59.5	59.9	63.2	59.1	56.6	55.8
MARRIED WOMEN ... ..	Number	25,727	6,930	5,642	4,011	6,353	2,791
Sick pay cover ... ..	Per cent	52.5	54.1	57.3	49.4	49.6	50.3
SINGLE WOMEN ... ..	Number	64,050	36,997	8,579	6,567	8,291	3,616
Sick pay cover ... ..	Per cent	62.3	61.0	67.0	65.0	62.0	60.0

16. Altogether, 56.6 per cent of the men, 52.5 per cent of the married women and 62.3 per cent of the single women in the samples were said to be covered by some kind of sick pay arrangement. These figures may understate the actual proportions which would have been found had replies been received to every form sent out, but the low non-response rate (2.4 per cent for men, 2.7 per cent for women) does not leave much room for any serious deficiency in the figures shown by the samples. Comparable proportions for men, married women and single women standardised to the respective age distributions estimated by the Ministry of Labour\* are 56.4 per cent, 51.7 per cent and 62.2 per cent respectively.

17. Taking married women and single women together, the proportion of women in the sample found to be covered by sick pay schemes was 59.5 per cent. This is a higher proportion than was found among men. However, as explained in paragraph 3, a high proportion of employed married women were excluded from the sample because they were not insured for sickness benefit. If the proportions with sick pay cover found in the sample are assumed to be those of all employed women of corresponding age and marital status shown in the Ministry of Labour's estimates of the numbers of female employees,\* the proportion of women with sick pay cover in employment as a whole is 56.6 per cent rather than 59.5 per cent. This assumption may, however, be incorrect; for example, married women working part-time usually choose not to be insured for sickness benefit, and the proportion of part-time workers covered by employers' sick pay schemes may differ from the proportion of full-time workers so covered.

18. Sick pay cover was generally lowest among men under age 25 and rose with age, but in some industries and occupations there was a tendency for the proportion with sick pay to fall off slightly in the highest age group (60 to 63). The analysis by social class shows that the

\* Ministry of Labour Gazette, June, 1962.

extent of cover changed least with increasing age among professional and intermediate occupations, and there was the steepest age gradient among persons in unskilled occupations.

19. Overall there was little variation by age in the proportion of married or single women covered by sick pay arrangements, but, among both, the proportion was highest for those aged 25 to 34. Individual industry and occupation groups appear to show fairly wide variations, but the numbers on which many of the figures for particular age groups are based are small (see Tables 21 and 22) and sampling error is likely to be large.

#### Industries

20. Although, overall, 56.6 per cent of the men were said by their employers to be covered by sick pay arrangements, the extent of cover varied widely in different industries. Indeed, in only four of the industry orders was the proportion within a range of 56.6 plus or minus 10 per cent. Among the women, 52.5 per cent of those who were married and 62.3 per cent of the single had cover, but again industry groups showed widely varying proportions. Variations in the response rate accounted for no more than a very small fraction of the differences between industries.

21. Table C below shows the proportion of the men and women in their respective samples who were covered by sick pay schemes. The entries are ranked in order, the industries in which the highest proportion of men had sick pay coming first. It will be noted that where cover was high for men it was generally high for women, and conversely where it was low for men it was generally low also for women, though there were exceptions, e.g. in the construction industry, where the proportion of women with sick pay was substantially greater than among the men. In this industry women are generally employed in offices rather than as operatives and there may be many industries where the work done by women is different in kind from that done by the men. The numbers of women—and especially married women—in some of these industries were very small.

TABLE C  
Proportions of men, married women and single women said  
to be covered by sick pay schemes in different industries

		Per cent		
		Men (a)	Married Women (b)	Single women (b)
ALL INDUSTRIES ... ..		56.6	52.5	62.3
XVIII	Gas, electricity and water ... ..	95.0	96.0	96.7
XXIV	Public administration and defence ... ..	94.9	91.3	92.3
II	Mining and quarrying ... ..	93.6	97.5	93.7
XXII	Professional and scientific services ... ..	90.6	89.8	89.2
XXI	Insurance, banking and finance ... ..	86.3	80.4	89.5
IV	Chemicals and allied industries ... ..	84.2	81.6	84.6
III	Food, drink and tobacco ... ..	73.3	59.1	64.3
XX	Distributive trades ... ..	69.8	67.8	72.8
XIX	Transport and communication ... ..	69.4	69.1	74.0
XV	Paper, printing and publishing ... ..	57.8	41.6	50.3
XXIII	Miscellaneous services ... ..	53.1	44.4	45.2
VIII	Vehicles ... ..	49.0	49.0	63.4
XVI	Other manufacturing industries ... ..	49.0	37.0	43.0
XIII	Bricks, pottery, glass, cement, etc. ... ..	44.0	28.7	42.5
VI	Engineering and electrical goods ... ..	43.8	44.1	52.6
X	Textiles ... ..	34.4	13.3	20.3
XII	Clothing and footwear ... ..	34.1	16.5	17.9
VII	Shipbuilding and marine engineering ... ..	33.1	57.9*	81.4
XI	Leather, leather goods and fur ... ..	32.3	20.7	23.1
IX	Metal goods not elsewhere specified ... ..	32.2	28.0	37.4
I	Agriculture, forestry, fishing ... ..	29.1	29.1	30.7
XIV	Timber, furniture, etc. ... ..	28.4	29.0	46.6
XVII	Construction ... ..	25.8	69.6	72.7
V	Metal manufacture ... ..	25.6	44.7	65.6

(a) Derived from a 5 per cent sample of employed men insured for sickness benefit.

(b) Derived from a 2½ per cent sample of employed women insured for sickness benefit.

\* Based on only 38 married women in the industry.

22. The industries in which an exceptionally high proportion of men were covered by sick pay arrangements were mainly public services and nationalised industries, and industries employing large numbers of professional, technical and clerical staff.

### Occupations

23. The 620,457 men in the main sample were widely distributed among different occupations but of the 89,777 women, 25,703 were found to be clerical workers, 12,110 were service, sport and recreation workers, 10,902 were professional and technical workers (mainly teachers and nurses) and 9,267 were sales workers. This concentration of two-thirds of the women in four occupation groups meant that many other occupation orders were represented by few women in the sample—too few to allow separate figures to be given for them in many of the tables. As three out of the four occupation groups had high cover, it also meant that the overall figures for women were misleading: taken separately many occupation orders showed a distinct tendency for a higher proportion of men to have sick pay cover than of women. Only among transport and communications workers and to a lesser degree among professional and technical workers was the proportion of women covered higher than that of the men. However, even in the same occupation orders men and women may be doing widely different jobs, and the tables should not be read as necessarily implying that job for job women are less favourably treated than men.

TABLE D

Proportions of men, married women and single women said to be covered by sick pay schemes in different occupations

		Per cent		
		Men (a)	Married women (b)	Single women (b)
ALL OCCUPATIONS ...		56.6	52.5	62.3
II Miners and quarrymen ...		95.5	—	—
XXV Professional, technical workers, artists ...		91.8	92.3	92.7
XXI Clerical workers ...		88.4	82.5	86.2
XXIV Administrators and managers ...		87.2	74.2	86.8
XXII Sales workers ...		78.1	65.2	71.1
III Gas, coke and chemicals makers ...		72.8	55.1*	62.3
XXIII Service, sport and recreation workers ...		71.1	58.5	51.4
XII Food, drink and tobacco workers ...		65.2	49.0	51.2
XX Warehousemen, storekeepers, packers, bottlers ...		61.4	45.7	47.8
XIX Transport and communications workers ...		61.2	66.1	68.4
VI Electrical and electronic workers ...		58.6	21.8	21.4
XVII Drivers of stationary engines, cranes, etc. ...		54.0	50.0*	39.5*
XIII Paper and printing workers ...		50.2	28.5	35.1
XIV "Makers of other products" ...		44.3	25.3	26.6
XVIII Labourers (not elsewhere classified) ...		42.2	35.4	33.9
VII Engineering and allied trades workers (not elsewhere classified) ...		39.4	21.4	20.9
IV Glass and ceramics makers ...		39.3	13.5	15.5
I Farmers, foresters, fishermen ...		38.8	26.4	30.0
XV Construction workers ...		35.8	—	—
XVI Painters and decorators ...		33.8	15.2*	14.4
XI Clothing workers ...		30.0	16.2	16.1
VIII Woodworkers ...		30.0	20.0*	27.3
IX Leather workers ...		26.0	11.5	11.5
V Furnace, forge, foundry, rolling mill workers ...		25.2	12.5*	13.5*
X Textile workers ...		22.2	7.2	8.8

(a) Derived from a 5 per cent sample of employed men insured for sickness benefit.

(b) Derived from a 24 per cent sample of employed women insured for sickness benefit.

\* Based on very small numbers—less than 100 in sample for the relevant occupation group.

— Numbers in sample negligible.

24. In general, the proportion of men with sick pay cover was greater in a particular industry than in the corresponding occupation (e.g. food, drink and tobacco industry, 73.3 per cent, but food, drink and tobacco workers, 65.2 per cent; textile industry 34.4 per cent, but textile

workers, 22.2 per cent). This is probably accounted for by the inclusion of non-manual workers in the industry order. There were, however, some exceptions to this, notably agriculture (agriculture, forestry, fishing, 29.1 per cent, but farmers, foresters, fishermen, 38.8 per cent) and construction (construction industry, 25.8 per cent, but construction workers, 35.8 per cent). The most probable explanation in the case of agriculture is that some horticultural workers were employed in industries other than agriculture, e.g. as gardeners and groundsmen in municipal parks and in the open spaces round factories and offices, and shared the sick pay provisions of their fellow workers.

#### Social classes

25. The analysis by social class shows that there was a sharp decline in the percentage of men covered, from 88.1 for professional and intermediate occupations to 57.3 for skilled occupations, 52.2 for partly skilled occupations and 41.4 for unskilled occupations.

26. The analysis for women produced much the same pattern. The proportion of women with cover was also highest in the professional and intermediate occupations—88.6 per cent (88.1 per cent married women, 88.8 per cent single women). Skilled occupations came next with 67.8 per cent (59.5 per cent married women, 70.7 per cent single women). Among the women, however, a higher proportion of unskilled workers had sick pay cover—51.9 per cent (53.2 per cent married women, 50.6 per cent single women)—than of partly skilled workers—35.3 per cent (34.6 per cent married women, 35.6 per cent single women). Relatively few—less than 4 per cent—of the women were in unskilled occupations but just over a quarter (27.1 per cent) were in partly skilled occupations. Among men these proportions were 10.1 per cent and 22.0 per cent.

#### Areas

27. There was relatively little variation in the extent of cover among men in different areas: the highest proportion was in the London and South Eastern Region (63.6 per cent) and the lowest in the Midland Region (46.7 per cent). For all other standard regions of England, for Scotland and for Wales, the figures lay within the range 53.0 to 60.6 per cent.

28. As among the men, the London and South Eastern Region had the highest proportion of women with sick pay—67.1 per cent (62.3 per cent married women, 69.0 per cent single women), followed by the Southern Region. The lowest proportion was found in the North Midland Region—52.1 per cent (46.4 per cent married women, 54.5 per cent single women).

#### PERSONS INCAPABLE OF WORK

29. The sickness records held by the Ministry show that there is always a substantial proportion of men and women who have been ill for a long time\*. This, coupled with the fact that many employers' sick pay arrangements provided payment for a limited period only (see paragraph 42), suggested that the proportions of insured men and women sick at a point of time who would actually be receiving payments from their employers would be considerably smaller than the 56.6 per cent of insured men and the 59.5 per cent of insured women found by the sample enquiry to be covered by employers' sick pay arrangements.

30. In order to throw some light on this, the material collected for the sub-samples of persons said to be covered by employers' sick pay schemes (which had been selected by reference to the last two digits and the suffix letter of their national insurance numbers) was compared with the Ministry's sickness records of employed persons within the same range of national insurance numbers who were sick on 3rd June, 1961. Where such a person who was sick had not been included in the relevant sub-sample, it was assumed that he was not receiving payment from an employer on 3rd June, 1961†. Where such a person had been included in the sub-sample, the time the sickness had lasted was compared with the period for which it was said that sick pay from the employer would continue, to determine whether, on 3rd June, 1961,

\* For example, of 833,000 insured persons (589,000 men and 243,000 women) sick on 3rd June, 1961, 350,000 (243,000 men and 107,000 women) had been sick for six months or more, of whom 290,000 (198,000 men and 92,000 women) had been sick for twelve months or more.

† In some cases this assumption may not have been correct, for example where an employer was continuing to make payments to a former employee whose national insurance card he no longer held.

he would apparently be receiving payment from his employer. Where information as to length of service was not available (see paragraph 8), and this affected the duration of sick pay, it was assumed that the conditions for the most favourable treatment indicated by the employer had been satisfied.

31. On this basis it was estimated that between 19 per cent and 25 per cent of men sick on 3rd June, 1961 were receiving payment from their employer. The lower figure was calculated on the assumption that no men for whom the duration of sick pay was at the employer's discretion or was not stated, were receiving payment, while the upper figure was calculated on the assumption that all men in this position were receiving payment. For women, the corresponding proportions were 11 per cent and 15 per cent. These proportions would have been higher if they had related to persons sick at a date in winter, because the long term sick form a higher proportion of all persons recording incapacity in summer than they do in winter, when many short term claims are made\*. Table E shows how the proportions of persons sick on 3rd June, 1961 who were estimated to be receiving payment from their employers fell as the duration of incapacity increased.

TABLE E  
Persons incapacitated on 3rd June, 1961:  
estimated proportions receiving sick pay from employers

Duration of incapacity	Per cent			
	Men		Women	
	Lower estimate	Upper estimate	Lower estimate	Upper estimate
ALL DURATIONS ... ..	19	25	11	15
Less than 2 weeks ... ..	41	51	26	35
2 but less than 4 weeks ... ..	38	47	17	27
4 but less than 13 weeks ... ..	28	37	17	22
13 but less than 26 weeks ... ..	6	10	8	8
26 but less than 52 weeks ... ..	3	7	—	3
52 weeks and over ... ..	—	—	—	—

\* An analysis was made of men and women sick at the end of each quarter in 1954/1955. The proportions of men who had been sick for more than six months were found to be 47 per cent in September, 38 per cent in December, 33 per cent in March, and 44 per cent in June. The corresponding proportions for women were 50 per cent in September, 44 per cent in December, 42 per cent in March, and 52 per cent in June.

# CHAPTER III

## Persons covered by Sick Pay Arrangements: Characteristics of Cover

32. The information obtained for the sub-samples of persons said to be covered by employers' sick pay arrangements is summarised for men in Tables 5, 9, 13 and 17 and for women in Tables 7, 11, 15 and 19. These deal in turn with each of the features of sick pay arrangements which were the subject of enquiry—the extent to which an employee had to serve a qualifying period of employment before becoming entitled to sick pay, the extent to which waiting days were imposed at the beginning of a period of sickness, the period for which payment continued, and the amount of sick pay paid at the outset. The tables analyse persons covered by sick pay arrangements according to the provisions of those arrangements and thus provide a picture of the type of sick pay cover most widely adopted by employers in different industries, etc., who had sick pay schemes. They do not show the proportions of employees in each industry covered by particular provisions. This is dealt with in Chapter IV.

### MEN

#### Qualifying period of employment (Table 5)

33. For about six out of ten of the men in the sub-sample a qualifying period of employment was required before payment could be made: the periods most commonly found were six months (18 per cent of all men covered) or one year (27 per cent).

34. Industry and occupation orders where a qualifying period of six months was more frequent than any other period were—

<i>Industries</i>	<i>Per cent</i>
Public administration and defence ... ..	54.8
Gas, electricity and water ... ..	49.1
<i>Occupations</i>	
Painters and decorators ... ..	51.8
Construction workers ... ..	45.7
Labourers ... ..	44.6
Electrical and electronic workers ... ..	36.3
Gas, coke and chemicals makers ... ..	28.5

35. Industry and occupation orders where a qualifying period of one year was more frequently found than any other were—

<i>Industries</i>	<i>Per cent</i>
Mining and quarrying ... ..	84.2
Transport and communication ... ..	64.9
Food, drink and tobacco ... ..	28.3
<i>Occupations</i>	
Miners and quarrymen ... ..	88.5
Transport and communications workers ... ..	55.2
Drivers of stationary engines, cranes, etc. ... ..	47.0
Food, drink and tobacco workers ... ..	34.5
Furnace, forge, foundry, rolling mill workers ... ..	33.0

36. Comparatively few men were required to serve a qualifying period of more than a year (3 per cent of all men covered). An appreciable proportion of the men covered by sick pay

schemes in the textile industry (12.0 per cent) and in the following occupations were in this position—

<i>Occupations</i>	<i>Per cent</i>
Gas, coke and chemicals makers ... ..	15.4
Textile workers ... ..	11.6
Glass and ceramics makers ... ..	10.7
Furnace, forge, foundry, rolling mill workers ...	10.5

Long qualifying periods of employment may be slightly understated in this table, since employees were not regarded as covered by a sick pay arrangement unless they were already entitled to receive pay if ill or would become entitled to do so on completion of a probationary period finishing within the succeeding twelve months.

37. No qualifying period of employment was required for most of the remainder, who amounted to 37 per cent of all men covered by schemes. The proportion for whom no qualifying period of employment was required varied by industry and occupation. Industries and occupations where the proportion was more than half were—

<i>Industries</i>	<i>Per cent</i>
Professional and scientific services ... ..	68.3
Agriculture, forestry, fishing ... ..	59.1
Insurance, banking and finance ... ..	58.1
Textiles ... ..	56.6
Timber, furniture, etc. ... ..	53.6
<i>Occupations</i>	<i>Per cent</i>
Professional, technical workers, artists ... ..	69.9
Administrators and managers ... ..	64.7
Textile workers ... ..	56.7
Clerical workers ... ..	56.2

38. The analysis by social class shows that the proportion of men who did not have to serve a qualifying period of employment declined from 65.0 per cent of those covered by schemes in professional and intermediate occupations, to 37.7 per cent in skilled occupations, 21.5 per cent in partly skilled occupations and 11.6 per cent in unskilled occupations.

39. Variations in sick pay characteristics in different areas may have reflected the distribution of particular industries and occupations. Proportionately more men had to serve a qualifying period of employment in the north of England and in Wales than in the south of England, and in the south of England any qualifying periods required tended to be shorter than elsewhere.

#### Waiting days (Table 9)

40. For the majority of men covered by sick pay schemes (72 per cent), the sick pay arrangements did not provide for waiting days to be served at the beginning of a period of sickness. This applied to more than 70 per cent of men covered by schemes in eighteen of the twenty-four industry orders and in fifteen of the twenty-five occupation orders. Where sick pay arrangements required waiting days to be served, the most frequent requirement was six days (17 per cent of the men covered) or three days (8 per cent). Most men in the mining and quarrying industry had to serve six waiting days (84.1 per cent) and this was also the most common provision in the transport and communication industry (48.5 per cent). Shipbuilding and marine engineering was the industry where provision for three waiting days was most widespread among men in sick pay schemes (39.5 per cent).

41. Waiting days were imposed more often in connection with schemes for unskilled and partly skilled workers than for men in professional, intermediate and skilled occupations—

	<i>Per cent</i>
Professional, etc., and intermediate occupations ...	3.8
Skilled occupations ... ..	28.7
Partly skilled occupations ... ..	41.0
Unskilled occupations ... ..	36.8

#### Duration of payment (Table 13)

42. Of all the men covered by sick pay schemes, only 3 per cent were said to be entitled to pay for less than four weeks. For 24 per cent duration was said to be "at discretion". Nearly seven out of ten were said to be eligible to receive payment for more than four weeks, 30 per cent for more than thirteen weeks, 15 per cent for more than twenty-six weeks and 12 per cent for fifty-two weeks or more. In a few cases the duration of payment was not given.

43. Comparisons between different industries and different occupations must be made with caution, because the proportion of men with sick pay cover for a period said to be at their employer's discretion varied so greatly from one industry or occupation to another (ranging, for industry, from nil in public administration to 70.1 per cent in insurance, banking and finance and, for occupation, from a negligible proportion of miners and quarrymen to 46.9 per cent for administrators and managers). It should also be borne in mind that where information about sick pay arrangements was given centrally (see paragraph 6), it was assumed that any men covered by a scheme which related duration of payment during sickness to length of service, had served long enough to have title to payment for the maximum duration. However, some groups show special features: 90.5 per cent of the men in the mining and quarrying industry and 96.9 per cent of miners and quarrymen were entitled to payment for "9-12 weeks". In fact the National Coal Board's sick pay scheme provides pay for a maximum of twelve weeks. In many industries thirteen weeks and twenty-six weeks were frequent limits; but the main picture provided by the table is of an immense diversity of provisions.

44. The analysis by social class of men covered by sick pay schemes shows that men in professional and intermediate occupations tended to have title to payment for longer than other men, and a higher proportion had payment "at discretion". Conversely a high proportion of the men in skilled, partly skilled and unskilled occupations were eligible for payment for a limited period only.

TABLE F  
Men covered by sick pay schemes: maximum duration of payment  
comparing different social classes

		Maximum duration of sick pay						Per cent
		Up to 12 weeks	Up to 13 weeks	Over 13 weeks	Over 26 weeks	At discretion	Not known	
ALL OCCUPATIONS	...	32.0	45.4	29.5	15.3	23.6	1.4	
Professional, etc. and intermediate occupations	...	12.5	16.2	47.8	34.5	34.2	1.8	
Skilled occupations	...	35.1	46.2	27.4	13.7	25.0	1.4	
Partly skilled occupations	...	39.5	58.2	24.4	7.6	16.3	1.1	
Unskilled occupations	...	32.8	71.7	17.3	4.5	9.8	1.1	

45. Different areas also showed variations in the pattern of sick pay.

TABLE G  
Men covered by sick pay schemes: maximum duration of  
payment comparing different areas

		Maximum duration of sick pay						Per cent
		Up to 12 weeks	Up to 13 weeks	Over 13 weeks	Over 26 weeks	At discretion	Not known	
GREAT BRITAIN	...	32.0	45.4	29.5	15.3	23.6	1.4	
England	...	30.7	44.0	30.2	15.4	24.4	1.5	
Northern England...	...	36.8	50.2	28.3	14.0	20.2	1.2	
Southern England...	...	24.2	37.3	32.1	17.1	28.9	1.7	
Scotland	...	35.2	50.0	26.3	14.4	22.6	1.1	
Wales	...	46.8	60.8	25.0	14.5	13.5	0.7	

# Amount of payment (Table 17)

46. Because of the multiplicity of possible arrangements regarding the amount of payment made at the start of an illness, employers were asked to give their own description of the arrangement fitting the particular case, or to state a flat rate amount, if appropriate, and a few examples of the sort of description required were given on the form, e.g. "full wages", "full wages less national insurance benefit". These were not defined in detail, and the tables can therefore give only a broad analysis of the arrangements which existed. The term "full wages", for example, could be interpreted in several ways. It could mean full earnings, but this is perhaps unlikely, especially where earnings normally include overtime or bonus payments or are wholly made up of payments under an output/incentive scheme. It might more often mean the basic time rate supplemented by other payments such as merit or long-service pay, or it might even mean the basic time rate alone, in which case it could be well below normal earnings. On the other hand, where there was no deduction for national insurance benefit, "full wages" could imply a payment which, together with sickness benefit, amounted to more than normal earnings. Similarly, the description of a payment as "less national insurance benefit" could have covered several possible arrangements, for example deduction of the full amount of benefit received, or deduction of a fixed sum for all employees irrespective of the actual amount of benefit received (which varies according to the contribution record and number of dependants), or any other arrangement which might have been made by the employer.

47. The majority (69 per cent) of men covered by sick pay schemes were said to receive "full wages" either with, or without, a deduction on account of national insurance benefit. More than half the men covered were in this position in 20 out of 24 industry orders and in 19 out of 25 occupation orders, including more than 80 per cent of men covered by schemes in the following—

<i>Industries</i>	<i>Per cent</i>
Public administration and defence ... ..	100.0
Gas, electricity and water ... ..	99.6
Professional and scientific services ... ..	97.7
Insurance, banking and finance ... ..	90.8
Distributive trades ... ..	88.9
Agriculture, forestry, fishing ... ..	85.4
Miscellaneous services ... ..	80.8
Construction ... ..	80.4
<i>Occupations</i>	
Professional, technical workers, artists ... ..	94.4
Clerical workers ... ..	91.1
Administrators and managers ... ..	90.1
Service, sport and recreation workers ... ..	90.0
Sales workers ... ..	88.2
Farmers, foresters, fishermen ... ..	86.6
Construction workers ... ..	82.6

48. One in five of the men covered were said to receive flat rate sums. Industries and occupations with more than a third of the men in sick pay schemes with such provision were—

<i>Industries</i>	<i>Per cent</i>
Mining and quarrying ... ..	84.5
Vehicles ... ..	45.6
Bricks, pottery, glass, cement, etc. ... ..	40.5
Transport and communication ... ..	38.3
<i>Occupations</i>	
Miners and quarrymen ... ..	88.7
Furnace, forge, foundry, rolling mill workers ... ..	51.0
Glass and ceramics makers ... ..	48.9
Drivers of stationary engines, cranes, etc. ... ..	39.4
Transport and communications workers ... ..	34.6
Engineering and allied trades workers ... ..	34.0

Where flat rate sums were paid National Insurance benefit was not normally deducted. Such sums were seldom as much as £3, and in the case of more than half the men who were paid a flat rate were less than £2.

49. Details collected about the amount of sick pay received related only to the amount which would be paid at the outset of incapacity. In some cases sick pay may have been reduced (or perhaps increased) after the illness had lasted a stated time, but no information was obtained about this as it was considered unwise to complicate the questions lest the response rate should suffer.

#### WOMEN

##### Qualifying period of employment (Table 7)

50. For about half the women in the sub-sample (compared with about six out of ten of the men) a qualifying period of employment had to be served before sick pay could be given. This period was less than six months for 12 per cent (men 9 per cent). For 18 per cent (men also 18 per cent) the period was six months and for 14 per cent (men 27 per cent) one year. The proportion where the period was at the employer's discretion was 6 per cent (men 5 per cent). Those entitled to some sick pay (varying in amount and duration) from their employers without a qualifying period of employment totalled 46 per cent (men 37 per cent).

51. Of the industry groups shown in the tables, i.e. those where there were not less than about 100 women in the sub-sample of persons covered by sick pay schemes, public administration had 73.3 per cent (compared with 42.5 per cent of the men) for whom no qualifying period was required; professional and scientific services had 69.2 per cent (men 68.3 per cent) and insurance, banking and finance 53.3 per cent (men 58.1 per cent). In the other industries shown, the proportion was less than half.

52. Among occupations, professional and technical workers covered by sick pay schemes stood out with 80.3 per cent for whom there was no qualifying period. (The corresponding figure for men was 69.9 per cent.) Clerical workers came next with 50.5 per cent (men 56.2 per cent), followed by transport and communications workers 31.6 per cent (men 19.5 per cent).

53. As in the case of men (paragraph 38) the proportion of women covered by sick pay schemes who did not have to serve a qualifying period of employment declined with social class, being 77.3 per cent among professional and intermediate workers, 42.7 per cent among skilled workers, 21.9 per cent among the semi-skilled, and only 11.4 per cent among the unskilled.

54. Area analyses show little in the way of major variations in practice in respect of qualifying periods of employment.

##### Waiting days (Table 11)

55. Of the women covered by sick pay schemes, 89 per cent (compared with 72 per cent of the men) were entitled to sick pay (subject to any qualifying period of employment) without waiting days; 5 per cent (men 8 per cent) had three waiting days and 1 per cent (men 17 per cent) six.

56. Among women covered by sick pay schemes in all the industries shown in the tables there was a high proportion not subject to waiting days. The highest was in public administration, where the figure was 99.5 per cent (men 99.1 per cent). The lowest was in food, drink and tobacco—67.7 per cent (compared with 74.0 per cent of the men); but here a further 20.1 per cent (men 17.5 per cent) were entitled to sick pay after three days. A similar pattern was found in the transport and communication industry: 67.9 per cent of the women with sick pay had no waiting days, 15.9 per cent had three, and the corresponding figures for men were 36.0 per cent and 11.6 per cent respectively.

57. Women in sick pay schemes in the four occupation groups in which the women were found to be concentrated (paragraph 23) all showed high proportions with sick pay not subject to waiting days—

	<i>Per cent</i>	
	<i>Women</i>	<i>Men</i>
Professional, technical workers, artists ...	98.9	97.2
Clerical workers ...	94.2	93.4
Service, sport and recreation workers ...	90.9	90.5
Sales workers ...	82.9	90.7

58. Differences between social classes were not so marked among women as among men, and the area analysis does not call for comment.

#### Duration of payment (Table 15)

59. For 61 per cent of the women covered by sick pay schemes (compared with 72 per cent of the men) the maximum duration of payment was four weeks or more; 44 per cent (men 43 per cent) had a maximum entitlement of thirteen weeks or more; 31 per cent (men 25 per cent) had twenty-six weeks or more and 14 per cent (men 12 per cent) had fifty-two weeks or more. In addition, 29 per cent (men 24 per cent) were paid for a period which was at the employer's discretion.

60. There were two industries and two occupations in which more than half of the women in the sub-sample with sick pay had a maximum duration of thirteen weeks or more—

<i>Industries</i>	<i>Per cent</i>	
	<i>Women</i>	<i>Men</i>
Public administration and defence ... ..	99.5	99.4
Professional and scientific services ... ..	81.2	76.2
<i>Occupations</i>		
Professional, technical workers, artists ... ..	80.9	55.3
Service, sport and recreation workers ... ..	58.9	69.5

61. Analysis by social class gives the following picture.

TABLE H  
Women covered by sick pay schemes: maximum duration of  
payment comparing different social classes

	<i>Per cent</i>					
	Maximum duration of sick pay					
	Up to 12 weeks	Up to 13 weeks	Over 13 weeks	Over 26 weeks	At discretion	Not known
ALL OCCUPATIONS ... ..	23.9	30.9	36.8	22.0	28.6	3.7
Professional, etc. and intermediate occupations ... ..	8.3	12.4	72.1	59.8	13.7	1.9
Skilled occupations ... ..	27.8	32.7	25.6	13.1	37.0	4.6
Partly skilled occupations ... ..	30.8	45.1	32.8	6.6	18.9	3.2
Unskilled occupations ... ..	22.4	57.3	24.9	3.9	16.7	1.1

#### Amount of payment (Table 19)

62. Of the women who were said to be covered by sick pay schemes 13 per cent (compared with 12 per cent of the men) received "full wages" (see paragraph 46) at the start of an illness, subject to any qualifying period of employment or waiting days; and 75 per cent (men 57 per cent) received "full wages less national insurance (sickness) benefit". About 3 per cent received fixed sums, mostly under £2. For 4 per cent the amount of the payment was at the employer's discretion.

63. Industries and occupations with the highest percentages of women in sick pay schemes who were entitled either to "full wages" or to "full wages less national insurance benefit" were—

<i>Industries</i>	<i>Per cent</i>	
	<i>Women</i>	<i>Men</i>
Public administration and defence ... ..	100.0	100.0
Professional and scientific services ... ..	98.2	97.7
Insurance, banking and finance ... ..	94.9	90.8
Distributive trades ... ..	93.2	88.9

<i>Occupations</i>	<i>Per cent</i>	
	<i>Women</i>	<i>Men</i>
Professional, technical workers and artists ...	97·9	94·4
Clerical workers ... ..	93·5	91·1
Sales workers ... ..	92·3	88·2
Service, sport and recreation workers ...	89·7	90·0

In none of the industries shown in the tables was the proportion of women in this category less than about 60 per cent.

## CHAPTER IV

### Estimated extent of cover by particular characteristics of Sick Pay Schemes

64. The tables described in Chapter III (which present information obtained from the sub-samples) show the type of sick pay cover provided in different industries, etc., but do not take account of the extent of sick pay cover. In order to provide a composite picture of both type and extent of sick pay cover, the information obtained from the main samples (see Chapter II) was combined with the information obtained from the sub-samples. It was assumed that the distribution of persons in the sub-samples according to the different characteristics of sick pay arrangements was applicable to all persons in the main samples who were said to be covered by sick pay arrangements, and estimates were made expressing the numbers of persons covered by the various provisions as proportions of all persons, whether covered or not covered. These estimates are given for men in Tables 4, 8, 12 and 16 and for women in Tables 6, 10, 14 and 18. Since such estimates are necessarily subject to considerable sampling errors, these tables give a less detailed breakdown than those based on the sub-samples alone.

#### MEN

##### Qualifying period of employment (Table 4)

65. On the basis described above, 21 per cent of employed men would receive sick pay (of varying amount and duration) without a qualifying period of employment; 16 per cent were required to serve a qualifying period of six months or less; a further 15 per cent had to serve a qualifying period of seven to twelve months, and 3 per cent had a qualifying period at the discretion of the employer. Other arrangements covered a negligible proportion of employees.

66. Industries and occupations having the highest percentages of men with title to sick pay with no qualifying period of employment were—

<i>Industries</i>	<i>Per cent</i>
Professional and scientific services ... ..	62
Insurance, banking and finance ... ..	50
Public administration and defence ... ..	40
<i>Occupations</i>	
Professional, technical workers, artists ... ..	64
Administrators and managers ... ..	56
Clerical workers ... ..	50

In all other industry groups this proportion was less than 27 per cent and in other occupation groups it was below 34 per cent.

67. Of all men in professional and intermediate occupations, 57 per cent would receive sick pay subject to no qualifying period of employment. Among men in skilled occupations this proportion was nearly 22 per cent; for partly skilled occupations it was 11 per cent, and for unskilled occupations, 5 per cent.

68. There were minor variations between different areas.

##### Waiting days (Table 8)

69. Sick pay from their employers would start from the first day of incapacity (provided any qualifying period of employment had been completed) for 41 per cent of all employed men; 4 per cent had to serve three waiting days (or less in a few cases), and 10 per cent had to serve six (or occasionally four or five).

70. Industries and occupations with the highest percentages of men with sick pay not subject to waiting days were—

<i>Industries</i>	<i>Per cent</i>
Public administration and defence ... ..	94
Professional and scientific services ... ..	87
Insurance, banking and finance ... ..	79
Gas, electricity and water ... ..	74
Chemicals and allied industries ... ..	69
Distributive trades ... ..	63
Food, drink and tobacco ... ..	54
<i>Occupations</i>	
Professional, technical workers, artists ... ..	89
Administrators and managers ... ..	85
Clerical workers ... ..	83
Sales workers ... ..	71
Service, sport and recreation workers ... ..	64

In all other industry and occupation groups less than half the men had title to sick pay without waiting days.

71. Of the men in professional and intermediate occupations, 84 per cent received sick pay from the first day of illness; among men in skilled occupations about 41 per cent did so; for partly skilled occupations this proportion was about 31 per cent and for unskilled occupations 26 per cent.

72. The proportion of all employed men who received sick pay without waiting days was markedly higher in the south of England (49 per cent) than in the north (36 per cent); in Scotland it was 38 per cent and in Wales 31 per cent.

#### **Duration of payment (Table 12)**

73. Of all employed men, 39 per cent would receive sick pay (provided they had served any necessary qualifying period of employment and waiting days) for a maximum of more than four weeks, 17 per cent for more than thirteen weeks, 9 per cent for more than twenty-six weeks and, additionally, 13 per cent for periods at the discretion of the employer. Some of these discretionary payments might in fact have been for long periods, and some of the men shown as entitled to pay for particular maximum durations might not have served the required qualifying period of employment. The pattern shown, therefore, can be only an approximate one.

74. The only industries and occupations in which a substantial percentage of men were eligible for sick pay with maximum durations of payment exceeding twenty-six weeks were—

<i>Industries</i>	<i>Per cent</i>
Professional and scientific services ... ..	44
Public administration and defence ... ..	41
Gas, electricity and water ... ..	25
<i>Occupations</i>	
Professional, technical workers, artists ... ..	36
Service, sport and recreation workers ... ..	24
Administrators and managers ... ..	23
Clerical workers ... ..	20

75. Figures are given below showing the estimated proportion of all employed men who would, if necessary, receive sick pay for various maximum periods.

TABLE J

Estimated proportions of all employed men who could receive sick pay  
for certain maximum periods, comparing social classes

Per cent

	All durations	Maximum duration of payment				
		Up to 13 weeks	Over 13 weeks	Over 26 weeks	At discretion	Not known
ALL OCCUPATIONS ... ..	57	26	17	9	13	1
Professional, etc. and intermediate occupations ... ..	88	14	42	30	30	2
Skilled occupations ... ..	57	26	16	8	14	1
Partly skilled occupations ... ..	52	30	13	4	9	1
Unskilled occupations ... ..	41	30	7	2	4	—

76. There were relatively small variations in different areas. The table which follows shows the position in the north compared with the south of England, in Scotland and in Wales.

TABLE K

Estimated proportions of all employed men who could receive sick pay  
for certain maximum periods, comparing areas

Per cent

	All durations	Maximum duration of payment				
		Up to 13 weeks	Over 13 weeks	Over 26 weeks	At discretion	Not known
GREAT BRITAIN ... ..	57	26	17	9	13	1
England ... ..	57	25	17	9	14	1
Northern England ... ..	53	27	15	7	11	1
Southern England ... ..	62	23	20	11	18	1
Scotland ... ..	53	27	14	8	12	1
Wales ... ..	58	35	14	8	8	—

#### Amount of payment (Table 16)

77. These estimates indicated that 7 per cent of all men would receive "full wages" when sick; 32 per cent would receive "full wages less national insurance (sickness) benefit" (see paragraph 46 as to the interpretation to be put on these phrases); about 6 per cent would have fixed sums of £1 or more but less than £2 and about 4 per cent fixed sums of £2 or more but less than £5. The remainder of the 57 per cent would receive payment under a wide variety of arrangements (including 2 per cent whose payment was at the employer's discretion). In some cases the amount of these payments may have been reduced or increased after the illness had lasted a stated time, but no information is available on this point (see paragraph 49).

78. Industries and occupations with the highest percentages of men entitled to receive either "full wages" or "full wages less national insurance benefit" at the start of an illness were—

<i>Industries</i>	<i>Per cent</i>
Public administration and defence ... ..	95
Gas, electricity and water ... ..	95
Professional and scientific services ... ..	88
Insurance, banking and finance ... ..	78
Chemicals and allied industries ... ..	62
Distributive trades ... ..	62
<i>Occupations</i>	
Professional, technical workers, artists ... ..	87
Clerical workers ... ..	80
Administrators and managers ... ..	79
Sales workers ... ..	69
Service, sport and recreation workers ... ..	64

In the remaining industries this proportion varied from 43 per cent to 14 per cent; and in other occupations from 48 per cent to 9 per cent.

79. Sick pay arrangements providing for the payment of fixed sums were widespread only in mining and quarrying, where 79 per cent of men in the industry and 84 per cent of men in the occupation, were entitled to fixed sums of £1 or more but less than £2 per week.

#### WOMEN

80. The figures given in Tables 6, 10, 14 and 18 are for married women and single women combined. As explained in paragraph 17, the result of combining figures for married women and single women is probably to show a slightly larger proportion of women with sick pay cover than would have been found among all women in employment. The percentages for men are included to give an approximate indication of the comparative position. However, some differences may be caused by sampling effects while others may be caused by the fact that women's occupations are commonly different in kind from those of men even when grouped under the same headings.

#### Qualifying period of employment (Table 6)

81. Of all employed women in the main sample, it was estimated that 27 per cent (compared with 21 per cent of employed men) would receive some sick pay (of varying amount and duration) without a qualifying period of employment; for a further 18 per cent (men 16 per cent) sick pay became available after a qualifying period of six months or less; 8 per cent (men 15 per cent) were required to serve a qualifying period of seven to twelve months, while for 4 per cent (men 3 per cent) the qualifying period was at the employer's discretion.

82. Industries and occupations having the highest percentages of women eligible to receive sick pay without any qualifying period of employment were—

<i>Industries</i>	<i>Per cent</i>	
	<i>Women</i>	<i>Men</i>
Public administration and defence ... ..	67	40
Professional and scientific services ... ..	62	62
Insurance, banking and finance ... ..	47	50
<i>Occupations</i>		
Professional, technical workers, artists ... ..	74	64
Clerical workers ... ..	43	50

In the other industries shown, the proportion of women with sick pay without a qualifying period was less than 27 per cent and in the other occupations it was less than 22 per cent.

83. Of all the women in professional, etc., and intermediate occupations, 68 per cent (compared with 57 per cent of the men) would receive sick pay without having to serve a qualifying period of employment. Among women in skilled occupations, this proportion was 29 per cent (the corresponding figure for men was nearly 22 per cent); for partly skilled occupations it was just below 8 per cent (men 11 per cent) and for unskilled occupations, 6 per cent (men 5 per cent).

84. The variations between different areas were slight.

#### Waiting days (Table 10)

85. Of all the employed women, it was estimated that 53 per cent (compared with 41 per cent of all employed men) had sick pay—subject to the satisfaction of any qualifying period of employment—without having to serve waiting days; for a further 3 per cent (men 4 per cent) there were three (or fewer) waiting days; for just over 1 per cent (men 10 per cent) there were four to six days and for a further 1 per cent (men less than  $\frac{1}{2}$  per cent) the number of waiting days was at the employer's discretion.

86. Industries and occupations with the highest percentages of women with sick pay not subject to waiting days were—

<i>Industries</i>	<i>Per cent</i>	
	<i>Women</i>	<i>Men</i>
Public administration and defence ... ..	92	94
Professional and scientific services ... ..	88	87
Insurance, banking and finance ... ..	83	79
Chemicals and allied industries ... ..	75	69
Distributive trades ... ..	61	63
<i>Occupations</i>		
Professional, technical workers, artists ...	92	89
Clerical workers ... ..	80	83
Sales workers ... ..	58	71

In the other industry and occupation orders shown, less than half the women had title to sick pay without waiting days.

87. Of the women in professional, etc., and intermediate occupations, just over 87 per cent (compared with 84 per cent in the case of men) received sick pay from the first day of incapacity; among women in skilled occupations 61 per cent (men 41 per cent) did so; for partly skilled occupations, this proportion was 26 per cent (men 31 per cent) and for unskilled occupations 40 per cent (men 26 per cent).

88. The proportion of all employed women who received sick pay without having to serve any waiting days was lower in Northern England than elsewhere. The figures were—

	<i>Per cent</i>	
	<i>Women</i>	<i>Men</i>
Northern England ... ..	47	36
Southern England ... ..	59	49
Scotland ... ..	53	38
Wales ... ..	55	31

#### Duration of payment (Table 14)

89. Of all employed women 34 per cent (compared with 39 per cent of the men) were entitled to sick pay (subject to having served any necessary qualifying period of employment and waiting days) for a maximum period of more than four weeks; 22 per cent (men 17 per cent) had a maximum entitlement of more than thirteen weeks and 13 per cent (men 9 per cent) more than twenty-six weeks. In addition, 17 per cent (men 13 per cent) were paid for a period which, being at the employer's discretion, might have been long or short. For about 6 per cent (men 4 per cent) the maximum was four weeks or less.

90. The only industry and occupation orders in which substantial percentages of women had maximum durations of payment exceeding twenty-six weeks were—

<i>Industries</i>	<i>Per cent</i>	
	<i>Women</i>	<i>Men</i>
Public administration and defence ... ..	69	41
Professional and scientific services ... ..	46	44
<i>Occupations</i>		
Professional, technical workers, artists ...	60	36

Among female clerical workers the percentage was 13; the corresponding figure for male clerical workers was 20 per cent.

91. Table L shows the estimated proportions of all employed women who could receive sick pay for particular maximum periods.

TABLE L

Estimated proportions of all employed women who could receive sick pay for certain maximum periods, comparing social classes

Per cent

	All durations	Maximum duration of payment				
		Up to 13 weeks	Over 13 weeks	Over 26 weeks	At discretion	Not known
ALL OCCUPATIONS ... ..	59	18	22	13	17	2
Professional, etc. and intermediate occupations ... ..	89	11	64	53	12	2
Skilled occupations ... ..	68	22	17	9	25	3
Partly skilled occupations ... ..	35	16	12	2	7	1
Unskilled occupations ... ..	52	30	13	2	9	1

The corresponding figures for men are shown in Table J (paragraph 75).

92. The variations in different areas were relatively small. Table M outlines the position.

TABLE M

Estimated proportions of all employed women who could receive sick pay for certain maximum periods, comparing areas

Per cent

	All durations	Maximum duration of payment				
		Up to 13 weeks	Over 13 weeks	Over 26 weeks	At discretion	Not known
GREAT BRITAIN ... ..	59	18	22	13	17	2
England ... ..	60	19	21	13	17	2
Northern England... ..	54	18	21	13	15	2
Southern England... ..	66	20	22	13	21	3
Scotland ... ..	58	15	24	13	18	2
Wales ... ..	59	18	26	14	13	3

The corresponding figures for men are shown in Table K (paragraph 76).

#### Amount of payment (Table 18)

93. Of all employed women, 8 per cent (compared with 7 per cent of all men) received "full wages" when sick; 45 per cent (men 32 per cent) received "full wages less national insurance (sickness) benefit"; a small proportion (less than 2 per cent) received fixed sums, mostly under £2; and for 3 per cent the amount of the payment was at the employer's discretion.

94. Industries and occupations with the highest percentages of women entitled to receive either "full wages" or "full wages less national insurance benefit" were—

		Per cent	
<i>Industries</i>		<i>Women</i>	<i>Men</i>
Public administration and defence ... ..		92	95
Professional and scientific services ... ..		88	88
Insurance, banking and finance ... ..		83	78
Chemicals and allied industries ... ..		71	62
Distributive trades ... ..		67	62
<i>Occupations</i>			
Professional, technical workers, artists ... ..		91	87
Clerical workers ... ..		80	80
Sales workers ... ..		64	69

## CHAPTER V

### Incapacity for Work

95. This enquiry was undertaken in order to compare incapacity for work from selected causes in different areas and in different occupations with the object of identifying areas and occupations in which fundamental medical research about the causes of these illnesses could most usefully be carried out. For the purpose of the enquiry it was only necessary to know whether a particular area or occupation included a high proportion of persons covered by sick pay schemes, and whether there was evidence that those persons had a substantially different sickness experience compared with their fellow workers who were not covered by these arrangements. If it had been thought necessary to make a detailed study of the influence of particular sick pay characteristics on incapacity for work information about such characteristics would have had to be collected for the whole of the 5 per cent sample of employed men and the 2½ per cent sample of employed women, and the material could then have been broken down by age, cause of incapacity, occupation and type of sick pay provision. In fact, it was considered that any attempt to do this would have jeopardised the main purpose of the enquiry for which the first necessity was a high response rate from employers, something which could be achieved only by keeping the enquiry form very simple. The sub-samples do not contain sufficient persons to form the basis of comparisons of incapacity rates among persons covered by particular provisions of sick pay schemes.

96. Clearly, to assess the influence of sick pay arrangements it is necessary to match the groups compared as closely as possible. Part II of this Report will compare rates, standardised for age, for all causes and for selected causes of incapacity among men covered by sick pay and other men, respectively, in each of some 220 occupation groups identified in the General Register Office's Classification of Occupations. In the meantime Tables 23 to 28 and the following paragraphs provide a broad picture of the extent of incapacity for work from "all causes" in each of the main occupation orders. These tables show wide differences in the rates of incapacity for work among men in different area and occupation groups who were covered by sick pay schemes; and similar differences were observed among persons not covered by sick pay arrangements. As was only to be expected, this illustrates that there are important factors governing the extent of incapacity for work other than the provisions of sick pay schemes.

97. The extent of incapacity for work does not necessarily reflect the extent of morbidity from a particular disease. Indeed, both "health" and "ill health" are concepts which defy precise definition or measurement. There is every possible gradation between perfect health and complete incapacity. Incapacity for work is one aspect of this gradation. Absence from work certified to be necessary can be measured, but incapacity for work is not a positive quality but a lack of the ability to perform the duties of a particular occupation. A person might be considered unfit to carry out the duties of his own occupation but fit to carry out those of some other occupation. For example an arduous occupation, or one which involves exposure to particularly trying conditions of work, such as great heat or cold, may require a higher degree of fitness than a job requiring less physical exertion or one carried out in more sheltered surroundings; conversely, a particularly easy type of job may attract persons of poor physique who are more liable to illness than persons of average health.

98. Where inception rates (the proportions of persons becoming sick in a specified period) are higher among persons covered by sick pay schemes than among other persons, this could be interpreted as meaning that some of the latter stay on at work when they might be justified in going sick, or that some of the former report sick when they could well continue working, or both. Statistical tables cannot show what factors are affecting the rates but where persons who have no sick pay cover appear to have less frequent absences but an equal or greater

number of days of incapacity for work, the question arises whether the duration of incapacity may be shortened when people stay away from work at the onset of illness.

99. Tables 23 and 24 do in fact show that, whether men are grouped into social classes, area aggregates, or occupation orders, more of those covered by sick pay arrangements had at least one absence from work in the course of the year than of those with no such cover. In social classes I and II there was little difference, after allowing for age, between the number of days of incapacity among men covered by sick pay schemes and other men; in classes III, IV and V those with sick pay had more days off work. Area comparisons show that only in East and West Ridings and North Midland Regions did the men covered by sick pay

TABLE N  
Incapacity for work (a) among men covered by sick pay arrangements  
compared with those with no such cover  
*Standardised for age*

	Inception rates		Average number of days of incapacity		Proportion covered by sick pay schemes
	Sick pay	Other	Sick pay	Other	
	Per cent	Per cent	Per person	Per person	Per cent
ALL OCCUPATIONS ... ..	30	26	9	9	57
<i>Group 1—More days of incapacity among men with sick pay</i>					
Miners and quarrymen (b) ... ..	52	33	19½	13	95
Labourers, not elsewhere classified ...	40	31	14	13	41
Gas, coke and chemicals makers ...	38	28	11	8	70
Painters and decorators ... ..	37	25	11	8½	33
Drivers of stationary engines, cranes, etc.	37	27	13	9½	51
Pumace, forges, foundry, rolling mill workers ... ..	35	31	11	9½	25
Construction workers ... ..	34	24	10	8	35
Woodworkers ... ..	33	23	8½	7	31
Engineering and allied trades workers ...	32	27	9	8½	40
"Makers of other products" ... ..	31	28	9	8½	45
Food, drink and tobacco workers ...	30	24	8½	8	66
Paper and printing workers ... ..	27	24	7	6½	51
Farmers, foresters, fishermen ... ..	25	18	7½	6	39
<i>Group 2—Same number of days of incapacity among men with sick pay</i>					
Warehousemen, storekeepers, packers, bottlers ... ..	33	28	9½	9½	61
Glass and ceramics makers ... ..	31	31	9	9½	39
Electrical and electronic workers (c) ...	31	24	8	8½	62
Professional, technical workers, artists ...	22	16	5	5	92
Administrators and managers (d) ...	15	11	3½	3½	86
<i>Group 3—Fewer days of incapacity among men with sick pay</i>					
Transport and communications workers ...	31	27	9	9½	61
Service, sport and recreation workers ...	31	22	9	9½	71
Textile workers (e) ... ..	28	26	8½	9½	22
Leather workers (e) ... ..	26	23	7	8	26
Clothing workers ... ..	25	21	6½	7	31
Clerical workers ... ..	25	22	6½	8½	88
Sales workers ... ..	22	19	5½	6	78

(a) Incapacity lasting four days or more.

(b) As only 5 per cent of the "Miners and quarrymen" were not covered by sick pay arrangements it is more than probable that these men were not doing the same kind of work as the 95 per cent who were covered.

(c) Days of incapacity were in the one case marginally under and in the other case marginally above 8½.

(d) It is probable that some people in this group do not claim sickness benefit when they are ill.

(e) Difference in inception rates not statistically significant (see Appendix II).

schemes have an appreciably higher average number of days absence than other men; in North Western Region and in Scotland, absence tended to be higher among those not covered by sick pay schemes. In other areas differences were slight.

100. For "all occupations" the average number of days of absence in the year per person at risk was much the same among the two groups; order by order there were differences: in some the average number of days of absence was greater among men covered by sick pay schemes, in some less, and in some there was little difference. In twelve out of the twenty-five groups the average number of days of incapacity was at least as great among "other men" as among men covered by sick pay schemes. In Table N, the occupation orders are grouped according to whether or not the average number of days of incapacity experienced by the men in each order was higher among those covered by sick pay than among other men. Within each group the occupations are ranked according to the proportion of men becoming incapacitated at least once in the course of the year.

101. Because of the wide range of occupations included in each order it would be wrong to draw conclusions from these tables as to the rates of incapacity which might be experienced by men not at present covered by sick pay schemes if such cover were extended to them. The tables can only raise questions as to why differences exist: as already indicated, detailed study would be needed for each group to determine why there are these variations and what would be the probable effect of any changes in conditions of service for particular groups of employees.

102. In the absence of information about the rates of incapacity for work among, for example, persons receiving "full wages" when first sick, compared with other persons, a few simple comparisons were made to see whether any association could be detected between the differences in incapacity rates shown for persons covered by sick pay schemes compared with other persons in the same broad occupation groups and the proportion of people in those occupations covered by particular provisions which seemed specially likely to affect the extent of incapacity for work. No such associations were detected except that it appeared that there might be some relationship between a high proportion of men with a definite right to sick pay for a relatively long period (over thirteen weeks) and a higher average number of days' absence among men covered by sick pay schemes compared with other men. However, this association was not always found among groups in which a high proportion of men had such rights. Table P, overleaf, summarises the relevant information. Entries in each group are ranked, as in Table N, according to the proportion of men becoming incapacitated at least once in the year, i.e. the level of the inception rates.

103. The figures in Tables 25 and 27 indicate that among women inception rates were not consistently higher among those with sick pay, as they were among the men. Among both married and single women the overall differences between the rates for women covered by schemes and other women were small. Days of incapacity for work, shown in Tables 26 and 28, tended to be more numerous among women who were not covered by sick pay schemes. Broadly the position was as shown in Table O.

TABLE O

Incapacity for work (a) among women comparing those covered by  
sick pay schemes and other women  
*Standardised for age (b)*

	Inception rates		Average number of days of incapacity	
	Sick pay	Other	Sick pay	Other
	Per cent	Per cent	Per person	Per person
Married women...	40	39	11½	16
Single women ...	34	32	8	10½

(a) Lasting four days or more.

(b) Standardised to the age distribution of all women in the sample, married and single.

TABLE P

Rates of incapacity for work from all causes (a), comparing men covered by sick pay schemes with men not covered by such schemes, with an indication of the broad characteristics of sick pay arrangements in each group

	Incapacity rates		Average number of days of incapacity		Proportion of those covered by S.P. who had—						Full wages or full wages less N.I. benefit
	Observed rate	Standardised for age (b)	Observed rate	Standardised for age (b)	No W.D.	Maximum duration of S.P.—					
						Short Up to 4 weeks only	Long—		At discretion		
							13 weeks or more	Over 13 weeks			
										Per cent	
ALL OCCUPATIONS	118	118	106	99	72	6	43	30	24	69	
Group 1—More days of incapacity among men with sick pay											
Miners and quarrymen (c) ...	161	160	130	153	11	—	—	—	—	11	
Labourers, not elsewhere classified ...	132	130	121	107	60	4	58	17	8	60	
Gas, coke and chemicals makers ...	135	136	143	136	59	4	74	48	10	66	
Painters and decorators ...	155	152	142	130	78	10	59	20	11	75	
Drivers of stationary engines, cranes, etc. ...	138	136	136	138	46	3	50	22	7	48	
Furnace, forge, foundry, rolling mill workers ...	115	114	125	115	46	3	52	44	11	38	
Construction workers ...	144	140	149	129	82	9	60	15	17	83	
Woodworkers ...	149	144	146	126	72	17	44	21	16	66	
Engineering and allied trades workers, not elsewhere classified ...	121	121	116	105	58	7	49	33	16	52	
"Makers of other products" ...	114	113	116	107	70	10	54	41	24	57	
Food, drink and tobacco workers ...	123	126	112	106	76	14	36	25	31	71	
Paper and printing workers... ..	112	114	107	104	62	11	41	32	30	42	
Farmers, foresters, fishermen ...	138	136	133	124	90	7	43	18	40	87	

Group 2—Same number of days of incapacity among men with sick pay

Warehousemen, storekeepers, packers, bottlers ...	117	118	98	97	79	10	36	25	31	73
Glass and ceramics makers ...	103	102	107	99	80	3	38	33	22	24
Electrical and electronic workers ...	126	128	123	100	70	6	53	20	15	73
Professional, technical workers, artists	132	138	99	98	97	5	55	52	30	94
Administrators and managers	130	133	83	97	97	3	39	36	47	90

Group 3—Fewer days of incapacity among men with sick pay

Transport and communications workers ...	119	116	107	94	47	5	28	17	14	47
Service, sport and recreation workers	136	140	91	91	90	5	69	49	15	90
Textile workers	106	107	87	89	80	6	34	25	31	69
Leather workers	107	111	87	90	87	15	30	23	39	64
Clothing workers	120	119	101	88	83	11	30	26	32	76
Clerical workers	112	116	68	78	93	5	41	37	41	91
Sales workers	113	117	90	91	91	12	30	26	42	88

(a) Incapacity lasting four days or more.

(b) Rate which would have been found in each occupation group had the age distribution in that group been the same as the age distribution of all men in the sample, whether covered by sick pay arrangements or not.

(c) Sick pay is generally for a maximum of 12 weeks. Only 5 per cent of men in this occupational order were not covered by sick pay schemes.

Differences found between occupations, social classes and areas are indicated in the tables cited above, but the numbers of women in the samples were small compared with the numbers of men and the rates shown are subject to higher sampling error.

104. The proportion of women who were incapacitated at least once in the year was significantly\* higher among those with sick pay than among other women in the following occupations only:

Engineering and allied trades workers	}	married women
Warehousemen, storekeepers, packers, bottlers		
Clerical workers	}	married and single women
Sales workers		
Service, sport and recreation workers		
Professional and technical workers	}	single women
"Makers of other products"		

There was no occupation order in which a significantly higher proportion of the women not covered by sick pay schemes became incapacitated, compared with those with sick pay.

\* See Appendix II.

## CHAPTER VI

### Summary

105. Part I of this Report presents information about sick pay schemes which was gathered incidentally to an enquiry into the incidence of incapacity for work in the twelve months from June, 1961 to June, 1962. The main purpose of the enquiry was to compare the nature and extent of incapacity in different occupations and different areas on the basis of a sample of the employed population insured for national insurance sickness benefit and the detailed findings will be published in Part II of this Report in the autumn of 1964 (paragraphs 1 and 2).

106. Samples including some 620,000 men and 90,000 women, representing 5 per cent of employed men insured for sickness benefit and  $2\frac{1}{2}$  per cent of such women, were selected by reference to national insurance numbers on cards exchanged in June, 1961. Groups of persons who do not normally claim sickness benefit (certain civil servants, mariners, married women and widows) were not represented in the samples. The most important exclusion was employed married women who had chosen not to be insured for sickness benefit who amount to seven out of ten of all employed married women (paragraphs 3 to 5).

107. Enquiry forms were sent to the employers of persons in the samples asking for details of the occupations they followed and whether they were covered by any arrangement for receiving sick pay in addition to their national insurance benefit. For one in ten of the 351,000 men and 53,000 women said to be covered by sick pay arrangements a further simple enquiry form was issued (paragraphs 4 and 6).

108. In order to limit the amount of work involved for employers and in the hope of a high response rate, the questions asked were confined to the broadest aspects of sick pay arrangements (paragraph 7). In the case of certain employees of public authorities and nationalised industries the relevant information was extracted in the Ministry from copies of sick pay schemes. In these cases it was assumed that the individuals concerned had maximum entitlement to payment (paragraphs 6 and 8).

109. From its own records the Ministry added the year of birth of each employee and details of incapacity recorded in the twelve months which ended on 2nd June, 1962. Incapacity which lasted for less than four days was disregarded because only a fraction of such very short spells are notified to the Ministry (paragraph 9).

#### EXTENT OF SICK PAY COVER

110. Analyses of the main samples showed that nearly 57 per cent of the men, 53 per cent of the married women and 62 per cent of the single women were covered by an employer's sick pay arrangement (paragraphs 15 and 16). Although of all women in the sample 59 per cent were covered, the proportion among all women in employment may well be about the same as was found among the men (paragraph 17). There was some variation with age (paragraphs 18 and 19). Industries with the highest proportions of employees covered were mainly public services and nationalised industries and industries with large numbers of professional, technical and clerical staff (paragraphs 21 and 22). The proportions covered declined according to social class, being highest in professional and intermediate occupations, and lowest in unskilled occupations (paragraphs 25 and 26). There was relatively little variation in cover in different areas (paragraphs 27 and 28).

111. Estimates made by matching the material from the sub-samples against the Ministry's sickness records showed that the proportions of men and women sick at a point of time who would actually be receiving payment from their employers were, at between 19 and 25 per cent of men and between 11 and 15 per cent of women, considerably lower than the proportions in the main samples said to have cover. This was accounted for by the substantial proportion of long-term sickness among persons sick at a point of time, and the limited duration of sick pay from employers (paragraphs 29 to 31).

112. The information obtained from the sub-samples was analysed to show what proportions of the men and women covered by sick pay arrangements were subject to particular provisions.

#### **Qualifying period of employment**

113. About six out of ten of the men and about half the women covered by sick pay arrangements were required to serve a qualifying period of employment before becoming entitled to sick pay, the periods most commonly found being six months or one year (paragraphs 33 and 50). The proportions with no qualifying period of employment varied markedly according to social class (paragraphs 38 and 53).

#### **Waiting days**

114. The majority of persons covered—seven out of ten of the men and nearly nine out of ten of the women—were entitled to sick pay from the first day of sickness without having to serve a waiting period (paragraphs 40 and 55).

#### **Duration of payment**

115. There was a wide variety of provisions, ranging from a few days to an unlimited period, and about a quarter of men and women covered by sick pay arrangements were entitled to payment for a period at their employer's discretion (paragraphs 42 and 59).

#### **Amount of payment**

116. The majority of persons covered—seven out of ten of men and nine out of ten of the women—were entitled to receive "full wages" (either with, or without, a deduction on account of national insurance benefit) at the commencement of payment (paragraphs 47 and 62). "Full wages" might have a variety of meanings (paragraph 46). Where flat rate amounts were paid (for about 20 per cent of men and 3 per cent of women covered) these were usually under £3 (paragraphs 48 and 62).

### **ESTIMATED EXTENT OF COVER BY PARTICULAR CHARACTERISTICS**

117. The information obtained from both the main samples and the sub-samples was combined on the assumption that the distribution of persons in the sub-samples according to the four main features of sick pay schemes applied to all those in the main samples who had sick pay cover (paragraph 64).

#### **Qualifying period of employment**

118. The proportions of employed men and women who would receive sick pay without first serving for a qualifying period were estimated at over one in five and one in four respectively. In addition, about a third of employed men and women were covered by sick pay arrangements subject to various qualifying periods of employment, but these seldom extended beyond twelve months (paragraphs 65 and 81).

#### **Waiting days**

119. Of the men, four out of ten were covered by arrangements which did not require waiting days before sick pay began, and of the women over half were so covered. For the remainder there were commonly from 3 to 6 waiting days (paragraphs 69 and 85).

#### **Duration of payment**

120. Nearly four out of ten of the men and a third of the women would receive sick pay at need for four weeks or more; one in six of the men and one in five of the women would receive it for over thirteen weeks; and for one in twelve of the men and one in eight of the women the maximum period was more than twenty-six weeks. For a substantial proportion—over 13 per cent of the men and 17 per cent of the women—the duration of payment was at the employer's discretion (paragraphs 73 and 89).

#### **Amount of payment**

121. Four out of ten of employed men and more than half of the women would receive "full wages" (with or without deduction of national insurance benefit) when first becoming in-

capacitated. Almost all the women with sick pay cover (53 out of 59½ per cent) were in this position. The other men and women with sick pay received payment under a wide variety of arrangements, including some who received relatively small flat rates (paragraphs 77 and 93).

#### INCAPACITY FOR WORK

122. The enquiry did not set out to study the influence of particular characteristics of sick pay schemes. To do so would require careful matching of the groups compared. The tables in this Report provide only a broad picture of the extent of incapacity for work among persons covered by sick pay schemes and other persons and show that among both groups there were wide variations between men in different areas and occupations. This illustrates that there are important factors governing the extent of incapacity for work other than the provisions of sick pay schemes (paragraphs 95 and 96).

123. Incapacity for work is a lack of the ability to perform the duties of a particular occupation. A person may be unfit to carry out the duties of his own occupation but fit to carry out those of some other occupation. Many factors can affect incapacity rates (paragraphs 97 and 98).

124. More of the men covered by sick pay arrangements had at least one absence from work in the year, than of those not covered. This did not always mean that they had, on average, more days off work (paragraphs 99 and 100).

125. Further research would be necessary before any conclusions could be drawn as to the rates of incapacity which might be experienced by those without sick pay cover if they were brought within the ambit of sick pay (paragraphs 101 and 102).

126. The proportion of women who had at least one absence in the year was little different among women with sick pay compared with other women. Days of incapacity for work tended to be more numerous among women not covered by sick pay schemes (paragraphs 103 and 104).



## Forms used for the Enquiry



MINISTRY OF PENSIONS AND NATIONAL INSURANCE

Dear Sir (or Madam),

.....1961

Each year about 300 million working days are lost to industry through sickness—equivalent to about the full time work of one million people. A good deal of research is going on, particularly in relation to the more common illnesses, to find ways and means of preventing or mitigating the effects of these diseases and this work would be greatly assisted if reliable statistical information were available on the incidence of such illnesses according to geographical areas, types of environment and occupations. For instance, is there any significant difference in the amount of any particular illness as between clerks and workers in occupations involving heavy manual work; or between, say, shop assistants working in densely populated areas in the North of England and those working in towns of similar size in the South.

The records of this Ministry contain details of the sickness of most working people and the Ministry has agreed to provide the Medical Research Council with the best statistical information it can on the incidence of sickness by area, environment and occupation.

To provide such an analysis it is necessary to have the precise occupations of a sample of the insured population (selected by reference to National Insurance numbers) and also to know whether they are covered by sick pay schemes, which often influence the extent to which sickness is notified to the Ministry. I am writing to ask if you would be good enough to supply this information about the employee named on the reverse of this letter, for whom you recently exchanged a contribution card, if similar details can be obtained for all the men and women for whom enquiries are made, the sample will provide information which can be taken as representative of a very wide range of occupation groups.

No information about any individual employee will be disclosed outside the Ministry nor be used for other than statistical purposes; nor is it intended to publish information which could be identified as relating to employment in a particular firm.

An addressed label is enclosed for your reply, and your co-operation will be very much appreciated.

Yours faithfully,

Secretary,  
Ministry of Pensions and National Insurance

.....  
.....  
.....

This enquiry has been planned in consultation with the Ministry of Labour, Ministry of Health, Department of Health for Scotland, Medical Research Council, Department of Scientific and Industrial Research and General Register Office. It has the support of the British Employers' Confederation, Local Authority Associations, Nationalised Undertakings and the Trades Union Congress.

# NOTES

- The job description should be simple but should indicate the occupation followed by the employee on 5th June, 1961 in such a way that it cannot be confused with any other occupation, possibly in a different industry, which may be similarly named. For example, a "joiner" may be a woodworker, an employee in a chain factory, or a film worker, and the word may also be used for other occupations. In such a case the entry "joiner—woodworker", or "joiner—chain making", etc., would be appropriate.

Other examples of job descriptions which provide a good picture of the work done are: "wood turner", "metal turner"; "metal drilling machinist", "sewing machinist, clothing factory", "hosiery machinist"; "moulder (pottery)", "moulder (plastics)", "iron moulder"; "press operator (brick works)", "press operator (steel rolling mill)", "press operator (dyers and cleaners)"; "mechanical engineer (A.M.I.Mech.E.)", "boiler fireman", "kiln fireman (ceramics)", "oil fireman (forging)", "locomotive fireman"; "shop assistant (dresses)", "shop assistant (fishmongers)"; "maintenance fitter, garage", "cycle fitter"; "fitter's labourer, motor works", "riveter's labourer—shipyard", "bricklayer's labourer", "general labourer, brick works", "scrapper, steel works", "agricultural labourer".

- The examples given above illustrate the need to specify the "material worked or dealt in"; this is required in so far as it helps to clarify the job description.
- "Sick pay" means payments made by the employer during absence caused by sickness whether under a formal scheme or not. Please answer "yes" in respect of employees already entitled to receive pay if ill, or who will become entitled to do so on completion of a probationary period finishing within the next twelve months.

## MINISTRY OF PENSIONS AND NATIONAL INSURANCE SPECIAL ENQUIRY

FOR OFFICIAL USE

N<sup>o</sup> 32696 E

N.I. No.

				<b>B</b>
3—4	5—6	7—8	9—10	

Name of employee .....

Ind. No.

Address .....

Check No. ....

Area

- Please state opposite the precise occupation of the employee named above, showing where appropriate the material worked or dealt in.  
(See Notes 1 and 2)

- Is this employee covered by any arrangement for sick pay (see Note 3)? Yes/No (Strike out entry which does not apply)

FOR OFFICIAL USE

Form Stats. 100

M=1 MW=2 OW=3	Year of Birth	Occupation	Sick Pay
17	18—19	20—23	24

MINISTRY OF PENSIONS AND NATIONAL INSURANCE



1961

Dear Sir,

**Enquiry into the Incidence of  
Incapacity for Work**

When you replied to our general enquiry about the occupations of persons within the sample whose records of incapacity for work are being analysed in connection with the above enquiry, you said that the employee named overleaf was covered by an arrangement under which he received sick pay from you when he fell ill.

Our original enquiry covered some 800,000 employees, so it asked only for the minimum amount of information. We should, however, like to make some broad analysis of the general form of sick pay schemes and propose to do this by analysing a small sub-sample of persons covered by such schemes. We should be glad if you would co-operate further with us by answering the additional questions overleaf. All your answers should be related to the employee named. An addressed label is enclosed for your reply which, of course, will be treated as confidential.

Yours faithfully,

Manager

Serial No. of  
Stats. 103/101.....

N.I. No.

				<b>B</b>
3-4	5-6	7-8	9-10	
Ind. No.				
				11-13
Area				
				14-16

Employee's Name.....

Address.....

Occupation.....

Check No.....

REPLY

- |  |                              |
|--|------------------------------|
| 1. Is the sick pay given under a formal agreement ? ... ..   | 1. Yes/No*                   |
| 2. Would sick pay start from the first day of illness ? ... ..   | 2. Yes/No*                   |
| 3. If not, after what period would it start ? ... ..   | 3. ....                      |
| 4. (i) Is there any limit on the time for which payment would be made ? ... ..   | 4. (i) Yes/No/At discretion* |
| (ii) If so, what is the maximum time for which some payment would be made ? ... ..   | 4. (ii) ....                 |
| 5. How much would be paid when the illness started ? ... ..<br>(Please enter "Full wages", or "Full wages less N.I. benefit" or "Half wages", or whatever similar description, or flat rate, if appropriate, fits the case. If you have no fixed rule, please say "at discretion".) ... .. | 5. ....                      |
| 6. Are payments related to length of service ? ... ..  | 6. Yes/No*                   |
| 7. If so, what length of service is required before any payment is made ? ... ..   | 7. ....                      |

\* Strike out entries which do not apply.

For official use

M = 1 MW = 2 CW = 3	Year of birth	Occupation	Sick Pay							
			1	2	3	4(i)	4(ii)	5	6	7
			9							
17	18-19	20-23	24	25	26-28	29	30-32	33-34	35	36-38

Form Stats. 103



# MINISTRY OF PENSIONS AND NATIONAL INSURANCE

1961

Dear Sir (or Madam),

Each year about 300 million working days are lost through sickness, and a good deal of research is going on to try to find means of preventing, or lessening the effects of, the more common illnesses. The records of this Ministry contain details of the sickness of most working people, and the Ministry has agreed to provide the Medical Research Council with the best statistical information it can produce on the distribution of sickness by area, environment and occupation.

In order to do this it is necessary to know the precise occupations of a sample of the people insured for sickness benefit, and I am writing to ask you whether you will be good enough to supply this information about your own employment by filling in the details requested below.

No information about any individual employee will be disclosed outside the Ministry, nor be used for other than statistical purposes; nor is it intended to publish information which could be identified as relating to employment in a particular firm.

An addressed label is enclosed for your reply, and your co-operation will be very much appreciated.

Yours faithfully,

Manager

N<sup>o</sup> 100001 F

MINISTRY OF PENSIONS AND NATIONAL INSURANCE  
SPECIAL ENQUIRY N.I. No.

FOR OFFICIAL USE

				<b>B</b>
3-4	5-6	7-8	9-10	
				Ind. No. †
				11-12
				Area
				14-16

Name \_\_\_\_\_  
Address \_\_\_\_\_

1. Please describe your present occupation, showing where appropriate the material worked or dealt in (see Notes 1 and 2 overleaf). If you are not now working, please describe your usual occupation.

2. (a) Are you at present in employment? .. .. . Yes/No\* \* Strike out entry which does not apply.  
(b) If so, are you covered by a sick pay scheme run by your employer? .. Yes/No\*

FOR OFFICIAL USE

N=1 HW=2 CW=3	Y/B	Occupation	Sick Pay	
17	18-19	20-23	24	5 25

Form Stats. 195

† Enter 000 if last week of old card bears no stamp

## NOTES

1. The job description should be simple but should indicate your occupation in such a way that it cannot be confused with any other occupation, possibly in a different industry, which may be similarly named. For example, a "joiner" may be a woodworker, an employee in a chain factory, or a film worker, and the word may also be used for other occupations. In such a case the entry "joiner—woodworker", or "joiner—chain making", etc., would be appropriate.

Other examples of job descriptions which provide a good picture of the work done are: "wood turner", "metal turner"; "metal drilling machinist", "sewing machinist, clothing factory", "hosiery machinist"; "moulder (pottery)", "moulder (plastics)", "iron moulder"; "press operator (brick works)", "press operator (steel rolling mill)", "press operator (dyers and cleaners)"; "mechanical engineer (A.M.I.Mech.E.)", "boiler fireman", "kiln fireman (ceramics)", "oil fireman (forging)", "locomotive fireman"; "shop assistant (dresses)", "shop assistant (fishmongers)"; "maintenance fitter, garage", "cycle fitter"; "fitter's labourer, motor works", "riveter's labourer, shipyard", "bricklayer's labourer", "general labourer, brick works", "scrapper, steel works", "agricultural labourer".

2. The examples given above illustrate the need to specify the "material worked or dealt in"; this is required in so far as it helps to clarify the job description.

# APPENDIX II

## Interpretation of results of Enquiry

Estimates based on samples are liable to vary from the numbers (and proportions) which would have been found if enquiries had been made in respect of all persons in the categories investigated. An approximate indication of the limits within which estimates based on the samples could vary from the true value is given in the following table.

Estimated limit of sampling error (a) in percentages  
obtained from different samples

	Percentages in whole category			
	1.0	10.0	25.0	50.0
<b>MEN</b>				
Estimated limits of sampling errors are plus or minus figures shown below—				
Estimated from main enquiry sample (b)				
500,000 cases in sample	0.0	0.1	0.1	0.1
250,000 " " " "	0.0	0.1	0.2	0.2
50,000 " " " "	0.1	0.3	0.4	0.4
25,000 " " " "	0.1	0.4	0.5	0.6
5,000 " " " "	0.3	0.8	1.2	1.4
2,500 " " " "	0.4	1.2	1.7	2.0
500 " " " "	0.9	2.6	3.8	4.4
Estimated from sub-sample (c)				
50,000 cases in sub-sample	0.1	0.3	0.4	0.4
25,000 " " " "	0.1	0.4	0.5	0.6
5,000 " " " "	0.3	0.8	1.2	1.4
2,500 " " " "	0.4	1.2	1.7	2.0
500 " " " "	0.9	2.6	3.8	4.4
Estimated from both samples (d)				
500,000 cases in main sample	0.1	0.3	0.4	0.6
250,000 " " " "	0.1	0.4	0.6	0.9
50,000 " " " "	0.3	0.9	1.4	2.0
25,000 " " " "	0.4	1.2	2.0	3.8
5,000 " " " "	0.9	2.8	4.5	6.4
<b>WOMEN</b>				
Estimated from main enquiry sample (e)				
50,000 cases in sample	0.1	0.3	0.4	0.4
25,000 " " " "	0.1	0.4	0.5	0.6
5,000 " " " "	0.3	0.8	1.2	1.4
2,500 " " " "	0.4	1.2	1.7	2.0
500 " " " "	0.9	2.6	3.8	4.4
250 " " " "	—	3.7	5.4	6.2
Estimated from sub-sample (f)				
5,000 cases in sub-sample	0.3	0.8	1.2	1.4
2,500 " " " "	0.4	1.2	1.7	2.0
500 " " " "	0.9	2.6	3.8	4.4
250 " " " "	—	3.7	5.4	6.2
Estimated from both samples (g)				
50,000 cases in main sample	0.3	0.9	1.4	2.0
25,000 " " " "	0.4	1.2	2.0	2.8
5,000 " " " "	0.9	2.8	4.4	6.3
2,500 " " " "	—	4	6	9
500 " " " "	—	9	14	20

(a) Only 1 in 20 of actual errors would be greater than those shown.

(b) Tables 1, 20, 23 and 24.

(c) Tables 4, 8, 12 and 16.

(f) Tables 7, 11, 15 and 19.

(e) Tables 5, 9, 13 and 17.

(g) Tables 2, 3, 21, 22, 25, 26, 27 and 28.

(h) Tables 6, 10, 14 and 18.

A Chi-squared "goodness of fit" test was used to establish whether the difference between the inception rates of those covered by sick pay arrangements and those not covered, within an occupation, could be attributed to sampling errors. Differences were considered statistically significant only if the chance of getting a difference in rates as great as or greater than that observed was less than one in twenty, on the assumption that there was really no difference between the two rates. In fact, the chance of obtaining a difference as great as or greater than that observed in those occupations where significance is indicated was in all cases considerably less than one in twenty.

No simple way was available to test the significance of differences in the number of days of incapacity per person. An effective test would have involved an extension of the analyses which would have taken an excessive amount of computer time.

## TABLES

# Tables

## NOTES AND DEFINITIONS

**1. Persons in samples.** The samples were drawn from persons whose national insurance contribution cards were due to be exchanged at the beginning of June, 1961 and were exchanged before the end of August, 1961. They include—

- (1) men and women whose contribution cards were exchanged by their employers;
- (2) a minority (about 3½ per cent of men and 6½ per cent of women), whether in employment or not, who exchanged their own contribution cards;
- (3) unemployed men and women registered at Employment Exchanges of the Ministry of Labour.

All persons for whom any "exempt rate" contributions were affixed to the card were excluded. (Such contributions are payable, for example, for married women and widows who have opted not to pay full contributions.) Persons who exchanged their own contribution cards were included only if the last space on the card bore a contribution as an employed person or if the card showed that at least 26 such contributions had been paid or credited in the contribution year.

Figures in the tables are either the actual numbers obtained in the samples (the sizes of which are indicated at the head of each table) or proportions derived from the samples. Figures are not given for groups where the numbers obtained in the sample were considered too small to justify a detailed analysis.

**2. Industry.** Analyses are based on the industries recorded on national insurance contribution cards, classified according to the Central Statistical Office's Standard Industrial Classification (1958 Revision). For men, separate figures are given for each Order of the Standard Industrial Classification; for women, the numbers in some Orders were too small to justify separate analysis.

**3. Occupation.** Analyses are based on the occupation followed by the employee on 5th June, 1961, as stated by his employer; or, where the employee exchanged his own national insurance contribution card, on his own statement of his occupation; or, for unemployed persons registered at an Employment Exchange, on the usual occupation, as reported by the Ministry of Labour. Occupations were classified according to the General Register Office's Classification of Occupations 1960. For men, separate figures are given for each Order of the Classification (except Order XXVI, Armed Forces, who were outside the scope of the enquiry); for women, the numbers in some Orders were too small to justify separate analysis.

**4. Social Class.** Social classes were identified in accordance with the General Register Office's Classification of Occupations, 1960.

**5. Area.** Persons in the samples were classified according to their area of residence as shown by the latest address on their national insurance contribution card or, where the space for a change of address had not been completed, by any more recent address recorded in the records of the Ministry's Central Office, Newcastle. Analyses follow the Central Statistical Office's Standard Regions for Statistical Purposes.

**6. Age.** Age means age at 31st December 1961, determined from the date of birth recorded in the Ministry's central records. These dates are those given on first entering insurance under the National Insurance scheme or under the Unemployment or National Health Insurance and Contributory Pensions schemes which preceded it. All persons who reached age 65 (60 for women) in the course of the year covered by the enquiry and who could then take their retirement pensions had to be excluded from sickness analyses, because sickness is not recorded after a retirement pension becomes payable. To simplify analyses, age was determined by reference to year of birth only, so the maximum age of persons whose sickness, and sick pay entitlement, was analysed was under 64 for men and under 59 for women at the mid-point



of the year covered by the enquiry. "All ages" means all ages from 15 to 63 or 58, as appropriate.

7. **Marital status.** Women were classified according to their marital status at the 4th June, 1961 as recorded in the Ministry's central records. Spinsters, divorced women and widows were included under the heading "Single women" and only women whose husbands were alive at the 4th June, 1961 were included as "Married women".

8. **Sick pay cover.** Persons in the samples were classified as covered by sick pay schemes where their employers answered "Yes" to the question "Is this employee covered by any arrangement for sick pay?"; and, in the case of persons who exchanged their own cards, where they themselves said that they were in employment and covered by such an arrangement. The notes for the guidance of employers defined "sick pay" as meaning "payments made by the employer during absence caused by sickness whether under a formal scheme or not". In the analyses in this Report no distinction has been made between "formal schemes" and informal arrangements. Overall, about 72 per cent of the men and 64 per cent of the women in the sub-sample covered by sick pay arrangements were said to have sick pay under a formal agreement. Excluding public authority schemes for which information was supplied centrally (Local Authorities, National Coal Board, Atomic Energy Authority, Electricity Council and Gas Council), the corresponding proportions were 62 per cent for men and 58 per cent for women.

9. **Symbols.** The letters "n.e.c." denote "not elsewhere classified". A dash (—) denotes nil or less than half the final digit shown.

10. **Incapacity for work.** See notes on page 74.

EXTENT  
OF  
SICK PAY COVER

Tables 1 to 3

Table 1. Proportion of men in each industry, occupation, social class and area who were said to be covered by sick pay schemes

Five per cent sample

	Men in sample	Covered by sick pay schemes					
		Age at 31st December 1961					
		All ages	Up to 24	25 to 34	35 to 44	45 to 54	55 to 59
	Number	Per cent					
A. ALL INDUSTRIES	620457	56.6	47.2	54.7	58.1	60.7	61.1
I Agriculture, forestry, fishing	18688	29.1	24.8	27.6	31.3	31.4	31.8
II Mining and quarrying	31880	93.6	93.4	92.2	93.9	93.5	95.1
III Food, drink and tobacco	19790	73.3	60.1	76.9	76.7	76.9	77.8
IV Chemicals and allied industries	17834	84.2	78.8	84.6	84.8	85.3	83.4
V Metal manufacture	24866	25.6	24.0	25.3	26.1	25.7	26.7
VI Engineering and electrical goods	71071	43.8	34.1	46.8	46.7	45.8	42.7
VII Shipbuilding and marine engineering	10088	33.1	30.0	31.8	32.3	35.7	37.1
VIII Vehicles	35471	49.0	39.7	49.0	50.3	51.5	51.7
IX Metal goods not elsewhere specified	12923	32.2	22.6	31.0	35.4	36.4	32.9
X Textiles	16461	34.4	25.3	35.0	36.7	38.5	31.3
XI Leather, leather goods and fur	1479	32.3	20.8	30.5	35.3	38.0	36.4
XII Clothing and footwear	6363	34.1	22.5	33.3	36.8	40.8	37.8
XIII Bricks, pottery, glass, cement, etc.	12010	44.0	30.0	43.8	46.6	49.0	50.7
XIV Timber, furniture, etc.	9873	28.4	20.1	26.8	31.4	34.5	31.4
XV Paper, printing and publishing	18029	57.8	49.2	58.0	61.0	61.7	60.0
XVI Other manufacturing industries	8229	49.0	37.7	46.2	51.4	54.4	55.2
XVII Construction	63322	25.8	25.7	19.3	24.8	30.3	34.0
XVIII Gas, electricity and water	15270	95.0	95.0	94.7	95.8	95.0	94.7
XIX Transport and communication	51035	69.4	64.0	64.8	68.5	70.5	79.9
XX Distributive trades	56169	68.8	63.9	68.6	71.9	73.0	73.0
XXI Insurance, banking and finance	14070	86.3	80.2	88.7	86.2	83.9	78.3
XXII Professional and scientific services	29299	90.6	83.2	89.6	92.8	93.2	90.9
XXIII Miscellaneous services	32514	53.1	43.2	53.9	57.5	57.9	54.9
XXIV Public administration and defence	30111	94.9	93.6	95.0	95.5	95.5	92.8
Not known or not classifiable	257	8.9	8.6	15.9	7.0	6.1	6.3
Employees exchanging own cards with							
no stamp for 3rd June 1961	419	4.3	3.9	9.8	—	3.8	5.1
Registered as unemployed at 3rd June 1961	6936	—	—	—	—	—	—

## B. ALL OCCUPATIONS

	620457	56-6	47-2	54-7	58-1	60-7	61-9	61-1
I Farmers, foresters, fishermen	20973	38-8	31-6	35-0	39-7	42-9	46-3	44-9
II Miners and quarrymen	22822	95-5	96-7	94-6	95-7	94-9	95-5	95-5
III Gas, coke and chemicals makers	3872	72-8	54-0	70-0	74-1	77-0	77-3	71-1
IV Glass and ceramics makers	3525	39-3	25-5	41-7	42-7	42-1	43-1	45-5
V Furnace, forge, foundry, rolling mill workers	11410	25-2	14-1	23-8	25-7	28-4	30-3	30-0
VI Electrical and electronic workers	16454	58-6	44-6	56-9	64-6	70-3	73-6	71-8
VII Engineering and allied trades workers								
n.e.c.	106134	39-4	29-6	37-4	41-0	44-7	47-8	47-7
VIII Woodworkers	18757	30-0	28-6	22-3	28-2	36-3	39-5	41-4
IX Leather workers	3369	26-0	22-4	24-1	26-4	31-3	28-5	21-8
X Textile workers	7997	22-2	16-6	21-9	23-8	25-3	22-4	19-2
XI Clothing workers	3602	30-0	19-4	25-2	31-2	36-6	38-8	44-5
XII Food, drink and tobacco workers	10230	65-2	58-7	65-2	68-6	66-4	71-0	66-5
XIII Paper and printing workers	9239	50-2	40-8	49-6	53-9	55-7	53-4	54-8
XIV Makers of other products	8094	44-3	38-6	39-9	44-8	49-7	52-4	53-4
XV Construction workers	22423	35-8	27-6	24-7	33-3	43-0	50-2	51-9
XVI Painters and decorators	12596	33-8	27-4	27-4	32-0	39-9	40-2	40-2
XVII Drivers of stationary engines, cranes, etc.	16354	54-0	42-2	42-8	50-6	57-7	63-7	69-2
XVIII Labourers n.e.c.	56370	42-2	28-9	35-5	40-2	48-5	53-1	53-3
XIX Transport and communications workers	53288	61-2	55-1	55-5	60-2	63-8	70-0	75-5
XX Warehousemen, storekeepers, packers, bottlers	24736	61-4	55-0	60-8	63-7	63-8	62-5	60-2
XXI Clerical workers	46781	88-4	87-9	90-1	90-6	89-3	87-1	76-3
XXII Sales workers	36014	78-1	73-5	79-5	79-9	79-1	77-7	73-9
XXIII Services, sport and recreation workers	26004	71-1	57-6	74-1	75-0	74-6	67-8	67-8
XXIV Administrators and managers	18247	87-2	80-8	87-0	87-7	87-9	87-3	84-8
XXV Professional, technical workers, artists	41505	91-8	86-4	92-5	94-1	93-3	91-7	88-7
Inadequately described occupations	369	33-3	31-9	31-8	33-3	35-2	37-5	36-8
— Occupation not stated	14692	—	—	—	—	—	—	—

Table 1. Proportion of men covered by sick pay schemes—cont'd.

MEN

Men in sample	All ages	Covered by sick pay schemes					
		Age at 31st December 1961					
		Up to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 to 63
Number		Per cent					
C. ALL SOCIAL CLASSES							
I and II Professional, etc., and intermediate occupations	56.6	47.2	54.7	58.1	60.7	61.9	61.1
III Skilled occupations	88.1	83.6	88.9	89.2	88.7	87.7	84.9
IV Partly skilled occupations	57.3	49.7	55.8	58.5	60.7	63.1	62.2
V Unskilled occupations	136519	44.8	47.8	51.7	56.3	58.9	59.8
— Inadequately described occupations	62803	32.2	35.1	39.0	46.8	50.8	52.1
— Occupation not stated	369	31.9	31.8	33.3	35.2	37.5	36.8
14692	—	—	—	—	—	—	—
D. GREAT BRITAIN							
England	56.6	47.2	54.7	58.1	60.7	61.9	61.1
Northern England	56.9	47.7	55.3	58.4	60.9	62.1	61.2
Northern Region	53.0	43.5	51.5	54.2	57.0	58.7	58.0
East and West Midlands Region	57.0	47.5	54.2	58.0	62.1	63.2	63.9
North Midlands Region	54.0	44.5	52.2	55.2	58.1	59.4	58.7
Midland Region	53.3	43.8	51.3	54.2	57.3	59.9	60.4
North Western Region	55.0	46.7	54.5	57.0	60.2	62.6	62.6
Southern England	61.7	44.2	54.5	57.2	58.9	59.7	57.3
Eastern Region	59.6	49.3	59.8	63.6	65.2	66.1	64.9
London and South Eastern Region	63.6	53.5	59.1	62.4	63.4	62.5	60.4
Southern Region	60.6	52.0	58.9	62.2	63.4	67.1	67.1
South Western Region	57.9	48.9	55.0	60.5	61.6	64.1	64.9
Scotland	53.0	43.0	50.5	55.5	58.8	58.1	58.0
Wales	57.7	48.5	54.1	57.9	62.5	65.5	65.0
Address not known	90	22.7	26.7	35.0	69.2	—	—

Table 2. Proportion of married women in each industry, occupation, social class and area who were said to be covered by sick pay schemes

MARRIED  
WOMEN

Two and a half per cent sample

	Married women in sample	Covered by sick pay schemes				
		All ages	Age at 31st December 1961			
			Up to 24	25 to 34	35 to 44	45 to 54
	Number		Per cent			
A. ALL INDUSTRIES	25727	52.5	54.1	57.3	49.4	49.6
I Agriculture, forestry, fishing	175	29.1	36.0	31.3	25.6	22.7
II Mining and quarrying	200	97.5	100.0	94.6	100.0	95.9
III Food, drink and tobacco	1067	59.1	61.3	66.4	52.3	56.5
IV Chemicals and allied industries	543	81.6	86.5	83.2	79.7	70.4
V Metal manufacture	244	44.7	55.8	62.7	44.1	22.6
VI Engineering and electrical goods	2406	44.1	47.4	48.2	38.3	38.3
VII Shipbuilding and machine engineering	58	57.9	77.8	81.8	—	30.0
VIII Vehicles	537	49.0	61.4	56.9	38.0	39.0
IX Metal goods not elsewhere specified	785	28.0	32.1	24.9	25.5	20.2
X Textiles	2540	13.3	18.1	15.3	9.8	12.2
XI Leather, leather goods and fur	116	20.7	22.6	13.4	21.1	20.7
XII Clothing and footwear	1741	16.5	16.9	16.2	17.9	17.2
XIII Bricks, pottery, glass, cement, etc.	487	28.7	37.6	32.4	28.1	22.7
XIV Timber, furniture, etc.	224	29.0	35.9	32.1	25.0	18.4
XV Paper, printing and publishing	805	41.6	43.8	46.2	35.1	36.7
XVI Other manufacturing industries	468	37.0	38.6	45.7	31.3	31.2
XVII Construction	273	69.6	75.6	69.4	60.7	70.5
XVIII Gas, electricity and water	151	96.0	95.9	83.2	100.0	100.0
XIX Transport and communication	747	69.1	70.3	71.6	66.3	67.6
XX Distributive trades	3994	67.8	69.7	71.5	65.2	62.6
XXI Insurance, banking and finance	617	80.4	86.0	82.5	86.3	67.4
XXII Professional and scientific services	3708	89.8	88.4	90.1	90.2	89.8
XXIII Miscellaneous services	2727	44.4	47.1	50.6	41.5	41.0
XXIV Public administration and defence	692	51.3	54.1	52.5	50.0	50.1
— Not known or not classifiable	24	8.3	12.5	—	—	—
— Employees exchanging own cards with no stamp for 3rd June 1961	44	4.5	5.9	12.5	—	—
— Registered as unemployed at 3rd June 1961	474	—	—	—	—	—

Table 2. Proportion of married women covered by sick pay schemes—cont'd.

	Married women in sample	Covered by sick pay schemes				
		All ages	Age at 31st December 1961			
			Up to 24	25 to 34	35 to 44	45 to 54
	Number		Per cent			
B. ALL OCCUPATIONS	25727	52.5	54.1	57.3	49.4	49.6
I Farmers, foresters, fishermen	140	26.4	23.7	32.0	25.8	22.6
IV Glass and ceramics makers	311	13.5	18.6	13.4	17.5	8.5
VII Engineering and allied trades workers	1478	21.4	16.4	22.4	24.2	22.7
IX B.B.C.	374	11.5	9.8	15.4	14.3	6.7
X Leather workers	1943	7.2	7.2	6.1	6.6	7.8
XI Textile workers	1528	16.2	13.6	14.7	19.1	19.9
XII Clothing workers	463	49.0	47.5	52.3	44.7	51.6
XIII Food, drink and tobacco workers	481	28.5	29.9	28.1	20.0	29.1
XIV Paper and printing workers	589	23.3	21.5	21.4	30.2	28.8
XV Mixers of other products	618	35.4	23.6	26.1	39.1	41.0
XVI Labourers n.e.c.	522	66.1	67.1	60.7	61.2	71.3
XVII Transport and communications workers	1327	45.7	50.9	50.2	39.4	42.8
XVIII Warehousemen, storekeepers, packers, bottlers	5607	82.5	83.7	84.2	79.9	79.8
XXI Clerical workers	2280	65.2	63.7	68.1	65.5	63.6
XXII Sales workers	4056	58.5	50.6	54.1	58.3	60.9
XXIII Service, sport and recreation workers	151	74.2	75.0	75.0	77.8	79.7
XXIV Administrators and managers	2427	92.3	93.1	91.8	91.0	92.9
XXV Professional, technical workers, artists	735	24.1	20.9	26.3	24.2	27.7
— Other occupations	697	—	—	—	—	—
— Occupation not stated	—	—	—	—	—	—

C. ALL SOCIAL CLASSES ... ..		52-5	54-1	57-3	49-4	49-6	50-3
I and II Professional, etc., and intermediate occupations ... ..	25727						
III Skilled occupations ... ..	2843	86-1	91-2	90-3	86-2	85-5	86-1
IV Partly skilled occupations ... ..	12019	59-5	64-2	65-7	54-7	51-1	51-7
V Unskilled occupations ... ..	8462	34-6	31-3	31-2	34-4	37-3	36-8
— Inadequately described occupations ... ..	1580	53-2	34-7	35-2	51-9	59-5	59-9
— Occupation not stated ... ..	26	15-4	11-1	25-0	25-0	—	25-0
697							
D. GREAT BRITAIN ... ..		52-5	54-1	57-3	49-4	49-6	50-3
England ... ..	22110	52-7	55-3	58-3	49-1	48-9	49-4
Northern England ... ..	12403	45-5	49-2	53-4	40-8	40-5	40-1
Northern Region ... ..	1224	56-8	51-3	61-1	58-1	59-2	58-2
East and West Riding Region ... ..	2039	44-3	48-2	55-1	36-6	39-5	39-7
North Midlands Region ... ..	1754	46-4	46-6	50-4	48-1	42-6	44-3
Midlands Region ... ..	2525	43-8	48-5	49-5	39-8	37-8	41-0
North Western Region ... ..	4851	43-6	50-7	53-5	36-8	38-4	36-2
Southern England ... ..	9707	61-9	63-2	63-8	60-6	59-8	61-3
Eastern Region ... ..	1307	62-9	62-7	63-9	63-3	58-7	63-3
London and South Eastern Region ... ..	6134	62-3	64-2	63-6	61-1	60-4	61-4
Southern Region ... ..	1128	62-0	61-0	63-4	62-7	61-0	63-6
South Western Region ... ..	1138	58-5	61-6	63-2	52-5	56-0	53-0
Scotland ... ..	2615	49-1	45-6	50-2	46-9	53-0	53-5
Wales ... ..	1000	59-0	52-0	58-9	62-0	62-6	67-4
Address not known ... ..	2	—	—	—	—	—	—

Table 3. Proportion of single women in each industry, occupation, social class and area who were said to be covered by sick pay schemes

Two and a half per cent sample

	Single women in sample	Covered by sick pay schemes				
		All ages	Age at 31st December 1961			
			Up to 24	25 to 34	35 to 44	45 to 54
	Number		Per cent			
A. ALL INDUSTRIES	64080	62.3	61.0	67.0	65.0	62.0
I Agriculture, forestry, fishing	709	30.7	31.7	28.4	29.5	34.4
II Mining and quarrying	174	93.7	94.4	86.2	96.3	95.2
III Food, drink and tobacco	2569	64.3	63.2	61.4	67.8	65.7
IV Chemicals and allied industries	1443	84.6	82.2	89.6	88.3	87.1
V Metal manufacture	630	65.6	69.1	64.6	61.2	53.3
VI Engineering and electrical goods	4793	52.6	54.4	51.0	49.7	44.0
VII Shipbuilding and marine engineering	140	81.4	81.5	90.9	78.6	77.8
VIII Vehicles	974	63.4	70.8	57.7	53.7	50.0
IX Metal goods not elsewhere specified	1427	37.4	37.8	31.9	37.4	34.3
X Textiles	3621	20.3	19.9	27.3	21.6	15.6
XI Leather, leather goods and fur	199	23.1	17.9	12.9	41.7	35.7
XII Clothing and footwear	3814	17.9	15.6	18.8	25.9	25.9
XIII Bricks, pottery, glass, cement, etc.	550	42.5	43.3	41.7	38.1	40.9
XIV Timber, furniture, etc.	416	46.6	46.5	43.9	42.9	42.9
XV Paper, printing and publishing	2229	50.3	48.1	55.9	55.9	60.9
XVI Other manufacturing industries	949	43.0	41.9	46.7	40.9	42.9
XVII Construction	641	72.7	72.5	78.3	75.0	66.7
XVIII Gas, electricity and water	453	96.7	97.3	93.4	96.7	95.7
XIX Transport and communication	1682	74.0	75.1	73.4	70.7	74.5
XX Distributive trades	12017	72.8	73.2	72.3	73.2	71.5
XXI Insurance, banking and finance	3016	89.5	90.7	90.4	88.1	80.8
XXII Professional and scientific services	11543	89.2	87.7	90.7	91.3	88.7
XXIII Miscellaneous services	7679	45.2	46.6	51.6	46.6	36.1
XXIV Public administration and defence	1779	92.3	91.9	91.2	95.5	92.1
Not known or not classifiable	57	8.8	9.4	—	—	18.2
Employees exchanging own cards with no stamp for 3rd June 1961	74	4.1	4.5	—	—	9.1
Registered as unemployed at 3rd June 1961	490	—	—	—	—	—

B. ALL OCCUPATIONS		64230	62.3	61.0	67.0	63.0	62.0	60.0
I	Farmers, foresters, fishermen	...	...	...	...	...	...	...
IV	Glass and ceramics makers	503	30.0	32.3	25.3	31.6	26.9	8.3
VII	Engineering and allied trades workers	264	15.5	15.6	8.8	16.2	24.0	12.5
	n.e.c.	2098	20.9	17.9	20.6	23.1	27.4	22.0
IX	Leather workers	541	11.5	8.3	22.0	18.7	17.0	10.3
X	Textile workers	2298	8.8	6.3	8.0	14.7	13.4	12.2
XI	Clothing workers	3597	16.1	11.6	18.2	23.2	27.8	35.7
XII	Food, drink and tobacco workers	1002	51.2	48.5	51.7	54.2	54.4	67.9
XIII	Paper and printing workers	1278	35.1	32.3	43.7	41.0	34.2	52.4
XIV	Makers of other products	1065	26.6	25.4	25.2	30.9	30.1	29.4
XVIII	Labourers n.e.c.	756	33.9	29.4	29.0	41.8	39.7	38.7
XIX	Transport and communications workers	1084	58.4	70.2	65.9	60.9	71.3	78.6
XX	Warehousemen, storeroomkeepers, packers, bottlers	2656	47.8	45.8	48.2	52.7	50.6	54.5
XXI	Clerical workers	20096	86.2	86.2	86.8	87.9	83.9	83.7
XXII	Sales workers	6987	71.1	71.5	72.6	70.9	68.6	67.6
XXIII	Service, sport and recreation workers	8054	51.4	44.3	56.9	57.5	56.5	51.5
XXIV	Administrators and managers	370	86.8	87.9	87.3	86.8	86.0	84.8
XXV	Professional, technical workers, artists	8475	92.7	92.5	93.4	93.7	92.3	91.0
	Other occupations	1211	25.4	23.0	29.7	27.7	37.6	22.0
	Occupation not stated	1715	...	...	...	...	...	...

Table 3. Proportion of single women covered by sick pay schemes—cont'd.

	Single women in sample	Covered by sick pay schemes				
		Age at 31st December 1961				
		All ages	Up to 24	25 to 34	35 to 44	45 to 54
	Number	Per cent				
C. ALL SOCIAL CLASSES ... ..	64080	62.3	61.0	67.0	65.0	62.0
I and II Professional, etc., and intermediate occupations ... ..	9745	88.8	91.1	91.9	89.1	84.3
III Skilled occupations ... ..	34965	70.7	70.6	73.8	72.6	70.8
IV Partly skilled occupations ... ..	15853	35.6	31.0	40.4	40.5	67.0
V Unskilled occupations ... ..	1740	50.6	40.5	46.6	58.3	41.0
— Inadequately described occupations ... ..	32	15.6	16.0	—	—	56.9
— Occupation not stated ... ..	1715	—	—	—	—	—
D. GREAT BRITAIN ... ..	64080	62.3	61.0	67.0	65.0	62.0
England ... ..	51581	62.5	61.5	67.5	64.9	61.4
Northern England ... ..	27340	57.7	56.8	63.4	59.2	56.9
Northern Region ... ..	3809	58.9	56.0	62.8	65.0	57.9
East and West Midlands Region ... ..	5024	55.8	56.1	62.1	55.5	46.1
North Midlands Region ... ..	4109	54.5	52.7	61.4	54.2	57.2
Midland Region ... ..	4818	58.5	58.4	62.0	57.4	56.9
North Western Region ... ..	8560	59.1	58.7	66.2	62.3	53.3
Southern England ... ..	26341	67.6	67.2	70.7	69.8	64.6
Eastern Region ... ..	3976	65.5	63.5	73.0	66.8	66.8
London and South Eastern Region ... ..	15515	69.0	69.3	70.4	70.9	66.0
Southern Region ... ..	3025	67.4	66.9	72.8	69.1	63.7
South Western Region ... ..	3705	64.0	63.9	68.2	68.1	59.9
Scotland ... ..	7740	58.6	58.8	65.2	65.7	65.6
Wales ... ..	2726	59.6	56.4	64.1	65.0	55.8
Address not known ... ..	3	—	—	—	—	—

CHARACTERISTICS  
OF  
SICK PAY SCHEMES

Tables 4 to 19

Table 4. Estimated (a) proportion of men in each industry, occupation, social class and area who were covered by sick pay schemes with particular qualifying periods of employment

MEN

Per cent

	All qualifying periods	None	Qualifying period of employment			At discretion	Not known
			6 months or less	7 to 12 months	Over 12 months		
A. ALL INDUSTRIES ... ..	56.6	21.0	15.5	15.4	1.5	2.7	0.4
I Agriculture, forestry, fishing ... ..	29.1	17.2	6.0	2.5	0.5	2.6	0.3
II Mining and quarrying ... ..	93.6	14.0	0.6	78.9	—	0.1	—
III Food, drink and tobacco ... ..	73.3	20.2	26.1	21.2	1.3	4.0	0.5
IV Chemicals and allied industries ... ..	84.2	24.6	32.3	15.5	7.6	2.5	1.9
V Metal manufacture ... ..	25.6	10.3	6.6	3.2	2.5	2.4	0.6
VI Engineering and electrical goods ... ..	43.8	19.7	12.3	5.6	2.1	3.7	0.4
VII Shipbuilding and marine engineering ... ..	33.1	14.9	10.5	2.3	3.2	2.2	—
VIII Vehicles ... ..	49.0	20.6	13.2	12.5	1.5	0.8	0.4
IX Metal goods not elsewhere specified ... ..	32.2	15.0	8.2	3.6	3.0	2.3	0.1
X Textiles ... ..	34.6	19.4	4.2	4.6	4.1	1.5	0.5
XI Leather, leather goods and fur ... ..	32.3	22.1	4.2	2.8	0.4	2.1	0.7
XII Clothing and footwear ... ..	34.1	14.9	13.2	1.6	0.9	3.5	—
XIII Bricks, pottery, glass, cement, etc. ... ..	44.0	20.1	7.1	11.0	4.1	1.4	0.2
XIV Timber, furniture, etc. ... ..	28.4	15.2	5.4	4.0	1.5	2.3	0.7
XV Paper, printing and publishing ... ..	57.8	26.9	15.0	9.0	2.5	3.6	0.1
XVI Other manufacturing industries ... ..	49.0	15.5	21.0	4.6	4.5	3.3	0.1
XVII Construction ... ..	25.8	10.6	8.7	3.4	0.7	2.2	0.1
XVIII Gas, electricity and water ... ..	95.0	15.3	48.8	30.8	—	—	0.2
XIX Transport and communication ... ..	69.4	11.1	10.8	17.1	1.0	1.0	0.4
XX Distributive trades ... ..	69.8	23.2	21.8	17.1	1.4	5.7	0.6
XXI Insurance, banking and finance ... ..	86.3	50.1	10.0	7.0	0.7	17.3	1.2
XXII Professional and scientific services ... ..	90.6	61.8	24.7	1.6	0.2	1.8	0.5
XXIII Miscellaneous services ... ..	53.1	23.7	14.0	9.2	0.8	5.0	—
XXIV Public administration and defence ... ..	94.9	40.4	53.2	1.2	0.1	—	—

B. ALL OCCUPATIONS	21-0	15-5	15-4	1-5	2-7	0-4
I Farmers, foresters, fishermen	18-7	14-3	15-4	1-5	2-7	0-4
II Miners and quarrymen	10-5	0-5	3-0	0-4	2-1	0-3
III Gas, coke and chemicals makers	12-6	27-8	84-5	—	—	1-0
IV Glass and ceramics makers	16-3	5-3	19-4	11-2	0-8	—
V Furnace, forge, foundry, rolling mill workers	6-2	6-8	11-6	4-2	1-6	—
VI Electrical and electronic workers	14-6	26-7	8-3	2-6	1-0	0-2
VII Engineering and allied trades workers	12-2	12-7	13-2	1-8	1-8	0-5
VIII Woodworkers	10-3	10-3	10-9	2-4	1-0	0-2
IX Leather workers	11-9	6-5	6-4	1-8	1-1	0-2
X Textile workers	12-6	2-8	5-9	0-5	1-3	—
XI Clothing workers	11-1	8-1	2-7	2-6	1-2	0-3
XII Food, drink and tobacco workers	14-7	23-1	6-3	1-9	2-4	0-3
XIII Paper and printing workers	19-3	17-4	22-7	1-2	3-1	0-4
XIV Makers of other products	13-3	18-1	7-5	2-8	2-7	0-4
XV Construction workers	9-3	18-0	7-5	3-5	2-0	—
XVI Painters and decorators	7-1	19-5	5-6	1-2	1-6	0-1
XVII Drivers of stationary engines, cranes, etc.	6-8	19-6	5-8	1-1	0-4	—
XVIII Labourers n.e.c.	4-2	21-5	25-4	1-9	0-4	—
XIX Transport and communications workers	12-0	12-5	14-3	1-2	0-7	0-1
XX Warehousemen, storekeepers, packers, bottlers	61-4	21-4	33-9	1-0	1-4	0-4
XXI Clerical workers	19-7	21-4	12-9	2-3	4-7	0-3
XXII Sales workers	49-7	18-3	10-6	0-9	8-0	0-9
XXIII Service, sport and recreation workers	29-0	19-5	30-0	1-5	7-6	0-5
XXIV Administrators and managers	33-6	27-6	6-6	0-7	2-4	0-2
XXV Professional, technical workers, artists	56-4	12-1	7-2	1-2	8-9	1-2
	64-1	14-5	5-5	0-6	5-6	1-4

(e) On the basis of both the sample enquiries.

Table 4. All men: sick pay cover and qualifying periods (a)—*cont'd.*

MEN

Per cent

	All qualifying periods	Qualifying period of employment				Not known
		None	6 months or less	7 to 12 months	Over 12 months	
C. ALL SOCIAL CLASSES ... ..	56.6	21.0	15.5	15.4	1.5	0.4
I and II Professional, etc., and intermediate occupations ... ..	88.1	57.2	14.2	8.6	0.9	1.1
III Skilled occupations ... ..	57.3	21.6	14.5	16.2	1.6	0.4
IV Partly skilled occupations ... ..	52.2	11.2	17.7	19.5	2.0	0.2
V Unskilled occupations ... ..	41.4	4.8	21.0	13.2	1.3	0.2
D. GREAT BRITAIN ... ..	56.6	21.0	15.5	15.4	1.5	0.4
England ... ..	56.9	21.4	16.0	14.7	1.6	0.4
Northern England ... ..	53.0	18.5	13.6	16.9	1.7	0.3
Northern Region ... ..	57.0	17.0	12.8	28.1	1.3	0.1
East and West Ridings Region ... ..	54.0	18.3	12.0	20.2	1.5	0.1
North Midlands Region ... ..	53.3	18.8	12.0	19.0	1.4	0.3
Midland Region ... ..	46.7	17.3	14.1	11.2	1.8	0.2
North Western Region ... ..	53.0	20.1	15.5	14.5	2.2	0.5
Southern England ... ..	61.7	25.0	19.0	11.7	1.4	0.5
Eastern Region ... ..	59.6	26.1	19.9	8.9	1.4	0.2
London and South Eastern Region ... ..	63.6	25.1	19.2	12.6	1.3	0.6
Southern Region ... ..	60.6	26.9	17.1	11.6	0.9	0.6
South Western Region ... ..	57.9	21.7	18.8	12.2	2.3	0.6
Scotland ... ..	53.0	19.0	13.1	16.9	1.1	0.5
Wales ... ..	57.7	17.4	12.0	25.3	1.2	0.2

(a) On the basis of both the sample enquiries.

Table 5. Men in each industry, occupation, social class and area who were said to be covered by sick pay schemes, analysed by qualifying period of employment required before any sick pay was given

Half per cent sample

	Number of men	Proportion of men for whom qualifying period was as shown						Over 1 and up to 2 years	Over 2 years	At discretion	Not stated
		None	Less than 6 months	6 months	7 to 11 months	1 year	Per cent				
A. ALL INDUSTRIES ... ..	33646	37.1	9.0	18.4	0.1	27.2	0.7	2.0	4.8	0.7	0.7
I Agriculture, forestry, fishing ... ..	465	59.1	8.2	12.6	0.4	8.3	1.5	0.2	8.8	0.9	0.9
II Mining and quarrying ... ..	3277	14.9	0.5	0.2	—	84.2	—	—	0.1	—	—
III Food, drink and tobacco ... ..	1451	27.6	19.8	15.9	0.6	28.3	1.0	0.8	5.5	0.6	0.6
IV Chemicals and allied industries ... ..	1514	29.3	11.0	27.4	0.1	18.3	0.5	8.6	2.7	2.2	2.2
V Metal manufacture ... ..	653	40.1	18.1	7.7	—	12.6	0.9	8.8	9.4	2.3	2.3
VI Engineering and electrical goods ... ..	2870	45.0	16.9	11.3	0.1	12.8	1.0	3.7	8.4	0.8	0.8
VII Shipbuilding and marine engineering ... ..	252	45.0	2.4	29.4	—	6.9	7.5	2.2	0.8	—	—
VIII Vehicles ... ..	1651	42.0	22.1	4.9	—	25.5	0.2	2.8	1.7	0.8	0.8
IX Metal goods not elsewhere specified ... ..	450	46.7	14.0	11.6	0.2	10.9	0.7	8.5	7.1	0.2	0.2
X Textiles ... ..	591	56.6	7.2	5.2	—	13.4	0.3	11.7	4.3	1.4	1.4
XI Leather, leather goods and for ... ..	46	68.5	8.7	4.3	—	8.7	1.1	—	6.5	2.2	2.2
XII Clothing and footwear ... ..	190	43.7	16.3	23.4	—	4.7	0.5	2.1	10.3	—	—
XIII Bricks, pottery, glass, cement, etc. ... ..	519	45.6	10.2	5.9	0.2	24.9	3.8	5.7	3.3	0.5	0.5
XIV Timber, furniture, etc. ... ..	217	53.6	12.6	6.2	—	14.0	1.4	3.9	8.3	—	—
XV Paper, printing and publishing ... ..	957	46.6	11.5	14.4	—	15.6	1.6	2.8	6.3	1.3	1.3
XVI Other manufacturing industries ... ..	386	31.6	27.3	15.4	—	9.5	3.2	6.0	6.7	0.3	0.3
XVII Construction ... ..	1546	41.3	5.6	28.0	—	13.4	1.3	1.4	8.4	0.5	0.5
XVIII Gas, electricity and water ... ..	1473	16.1	2.2	49.1	—	32.4	—	—	—	0.2	0.2
XIX Transport and communication ... ..	3429	16.0	5.1	10.6	0.1	64.9	0.2	1.1	1.4	0.6	0.6
XX Distributive trades ... ..	3751	33.2	10.6	20.7	0.1	24.5	0.9	1.1	8.2	0.8	0.8
XXI Insurance, banking and finance ... ..	1110	8.0	3.6	3.6	0.1	8.0	0.5	0.3	20.1	1.4	1.4
XXII Professional and scientific services ... ..	2583	68.3	3.9	23.3	—	1.7	0.1	0.1	1.9	0.6	0.6
XXIII Miscellaneous services ... ..	1715	44.6	12.4	13.9	0.2	17.2	0.9	0.6	9.3	0.9	0.9
XXIV Public administration and defence ... ..	2569	42.5	1.3	54.8	—	1.3	—	—	—	—	—

Table 5. Men covered by sick pay schemes: qualifying periods—cont'd.

	Number of men	Proportion of men for whom qualifying period was as shown								
		None	Less than 6 months	6 months	7 to 11 months	1 year	Over 1 and up to 2 years	Over 2 years	At discretion	Not stated
		Per cent								
B. ALL OCCUPATIONS	33646	37.1	9.0	18.4	0.1	27.2	0.7	2.0	4.8	0.7
I Farmers, foresters, fishermen	723	48.1	5.7	31.3	0.3	7.3	0.7	0.4	5.3	0.9
II Miners and quarrymen	2275	11.0	0.3	0.2	—	88.5	—	—	—	—
III Gas, coke and chemicals makers	428	17.3	9.7	28.5	—	26.6	0.7	14.7	1.1	1.4
IV Glass and ceramics makers	135	41.5	7.8	6.3	0.7	28.9	3.3	7.4	4.1	—
V Furnace, forge, foundry, rolling mill workers	287	24.6	15.5	11.7	—	33.0	0.7	9.8	3.8	0.9
VI Electrical and electronic workers	863	24.9	9.2	36.3	—	22.6	0.8	2.3	3.1	0.8
VII Engineering and allied trades workers n.e.c.	3879	31.1	12.5	19.9	0.1	27.5	1.3	4.8	2.5	0.4
VIII Woodworkers	501	34.2	8.9	25.5	0.2	21.0	2.1	3.9	3.6	0.6
IX Leather workers	82	45.7	12.2	13.8	—	22.6	0.6	1.2	4.9	—
X Textile workers	199	56.7	5.5	7.1	—	12.1	—	11.6	5.5	1.5
XI Clothing workers	95	36.8	9.5	17.4	—	21.1	2.1	4.2	7.9	1.1
XII Food, drink and tobacco workers	671	22.6	13.9	21.6	0.3	34.5	0.7	1.1	4.7	0.6
XIII Paper and printing workers	423	38.5	16.2	18.5	—	15.0	1.7	4.0	5.3	0.8
XIV Makers of other products	352	30.0	16.2	24.6	—	16.9	1.4	6.4	4.5	—
XV Construction workers	795	26.1	4.5	45.7	—	15.7	1.3	2.1	4.3	0.3
XVI Painters and decorators	417	20.9	5.9	51.8	—	17.1	1.2	2.0	1.1	—
XVII Drivers of stationary engines, cranes, etc.	813	12.6	6.6	29.6	—	47.0	0.4	3.2	0.7	—
XVIII Labourers n.e.c.	2314	9.9	6.3	44.6	0.1	34.3	0.7	2.2	1.6	0.3
XIX Transport and communications workers	3073	19.5	5.2	15.2	0.1	55.2	0.4	1.2	2.4	0.7
XX Warehousemen, storeroopers, packers, bottlers	1438	32.1	14.4	20.4	0.2	20.9	0.6	3.2	7.6	0.5
XXI Clerical workers	3941	56.2	12.2	8.6	—	11.9	0.4	0.6	9.1	1.0
XXII Sales workers	2665	37.2	8.7	16.3	0.1	25.5	1.0	0.9	9.7	0.6
XXIII Service, sport and recreation workers	1857	47.2	8.3	30.5	0.1	9.3	0.4	0.5	3.3	0.3
XXIV Administrators and managers	1501	64.7	8.4	5.5	—	8.3	0.5	0.9	10.3	1.4
XXV Professional, technical workers, artists	3915	69.9	10.8	5.0	0.1	6.0	0.3	0.4	6.1	1.5



Table 6. Estimated (a) proportion of women in each industry, occupation, social class and area who were covered by sick pay schemes with particular qualifying periods of employment

WOMEN  
Per cent

	All qualifying periods	Qualifying period of employment					Not known
		None	6 months or less	7 to 12 months	Over 12 months	At discretion	
A. ALL INDUSTRIES	59.5	27.4	17.8	8.3	1.5	3.8	0.7
III Food, drink and tobacco	62.8	17.3	24.1	14.3	1.6	5.0	0.5
IV Chemicals and allied industries	83.8	26.5	30.5	17.1	3.2	4.2	2.3
VI Engineering and electrical goods	49.8	22.6	11.9	7.0	2.5	4.6	1.1
X Textiles	17.4	7.5	3.7	2.3	2.0	2.0	—
XII Clothing and footwear	17.4	7.6	4.6	2.5	0.8	1.4	0.3
XV Paper, printing and publishing	48.0	22.7	12.8	6.2	2.0	4.1	0.3
XIX Transport and communication	72.5	15.3	24.5	20.5	6.8	4.9	0.5
XX Distributive trades	71.6	16.8	28.9	20.1	0.8	3.9	1.1
XXI Insurance, banking and finance	88.0	46.9	18.7	3.8	0.3	17.5	0.8
XXII Professional and scientific services	89.3	61.8	22.4	1.6	0.8	2.1	0.6
XXIII Miscellaneous services	45.0	17.1	15.3	5.9	0.9	5.6	0.2
XXIV Public administration and defence	92.0	67.4	23.2	1.3	—	—	—
B. ALL OCCUPATIONS	59.5	27.4	17.8	8.3	1.5	3.8	0.7
XIX Transport and communications workers	67.6	21.4	11.3	18.3	10.0	5.7	0.9
XX Warehousemen, storekeepers, packers, bottlers	47.1	8.2	18.3	14.8	3.4	1.7	0.6
XXI Clerical workers	85.4	43.1	21.9	9.6	1.0	8.7	1.0
XXII Sales workers	69.7	15.5	26.6	22.5	0.7	3.2	1.2
XXIII Services, sport and recreation workers	53.7	12.4	34.2	3.8	1.1	2.2	0.1
XXV Professional, technical workers, artists	92.6	74.4	10.9	3.5	1.1	1.9	0.8

C. ALL SOCIAL CLASSES									
I and II	Professional, etc., and intermediate occupations	...	...	...	...	...	...	...	...
III	Skilled occupations	...	...	...	...	...	...	...	...
IV	Partly skilled occupations	...	...	...	...	...	...	...	...
V	Unskilled occupations	...	...	...	...	...	...	...	...
		59.5	27.4	17.8	8.3	1.5	3.8	0.7	
		88.6	68.5	11.5	4.3	0.9	2.6	0.8	
		67.8	29.0	20.3	10.5	1.4	5.7	0.9	
		35.3	7.7	16.7	7.3	2.0	1.4	0.2	
		51.9	5.9	35.3	5.7	3.1	1.8	—	
D. GREAT BRITAIN									
England	...	59.5	27.4	17.8	8.3	1.5	3.8	0.7	
Northern England	...	59.6	27.4	18.4	7.9	1.5	4.0	0.6	
Northern Region	...	53.9	24.7	16.1	8.4	1.3	2.8	0.5	
East and West Midlands Region	...	58.4	27.0	17.0	10.5	0.5	3.0	0.4	
North Midlands Region	...	52.5	24.4	15.6	7.9	1.7	2.4	0.5	
Midland Region	...	52.1	23.7	15.2	8.3	1.8	2.7	0.5	
North Western Region	...	54.1	26.1	15.6	7.5	1.8	2.8	0.2	
Southern England	...	53.5	33.6	16.7	8.6	0.8	3.1	0.6	
Eastern Region	...	66.1	30.4	20.8	7.2	1.6	5.3	0.7	
London and South Eastern Region	...	64.8	33.5	15.4	8.3	1.4	6.2	—	
Southern Region	...	67.1	29.6	22.4	6.5	1.9	5.8	1.0	
South Western Region	...	66.0	32.6	20.6	8.9	0.5	3.1	0.1	
Scotland	...	62.7	28.7	20.5	7.7	1.7	3.5	0.6	
Wales	...	58.5	27.3	15.0	11.0	1.5	2.8	0.9	
	...	59.4	28.9	15.7	8.7	1.4	3.6	1.2	

(a) On the basis of both the sample enquiries.

Table 7. Women in each industry, occupation, social class and area who were said to be covered by sick pay schemes, analysed by qualifying period of employment required before any sick pay was given

Quarter per cent sample

Proportion of women for whom qualifying period was as shown										
	Number of women	None	Less than 6 months	6 months	7 to 11 months	1 year	Over 1 and up to 2 years	Over 2 years	At discretion	Not stated
		Per cent								
A. ALL INDUSTRIES	5405	46.1	11.6	18.4	0.1	13.8	0.5	1.9	6.4	1.1
III Food, drink and tobacco	231	27.5	26.6	11.7	0.4	22.3	1.7	0.9	8.0	0.9
IV Chemicals and allied industries	181	31.7	17.6	18.7	—	20.4	—	3.9	5.0	2.8
VI Engineering and electrical goods	349	45.5	13.0	10.9	—	14.2	0.6	4.4	9.2	2.3
X Textiles	123	43.1	9.8	11.4	—	13.0	1.6	9.8	11.4	—
XII Clothing and footwear	101	43.8	10.9	15.4	—	14.4	—	4.5	8.0	3.0
XIV Paper, printing and publishing	171	47.2	14.4	12.3	—	12.9	1.8	2.3	8.5	0.6
XV Transport and communication	154	21.1	8.4	25.3	1.3	26.9	—	9.4	6.8	0.6
XX Distributive trades	1164	23.4	11.9	28.4	0.1	28.0	0.3	0.8	5.4	1.5
XXI Insurance, banking and finance	313	53.3	14.7	6.6	—	4.3	—	0.3	19.8	1.0
XXII Professional and scientific services	1415	69.2	7.0	18.1	—	1.8	0.2	0.6	2.4	0.7
XXIII Miscellaneous services	452	37.9	13.8	20.2	—	13.1	1.1	1.0	12.4	0.4
XXIV Public administration and defence	207	73.3	1.9	23.4	—	1.4	—	—	—	—
B. ALL OCCUPATIONS	5405	46.1	11.6	18.4	0.1	13.8	0.5	1.9	6.4	1.1
XIX Transport and communications workers	77	31.6	7.7	9.0	—	27.1	—	14.8	8.4	1.3
XX Warehousemen, storekeepers, packers, bottlers	189	17.5	15.9	23.0	—	31.5	3.2	4.0	3.7	1.3
XXI Chemical workers	2251	50.5	12.9	12.8	0.1	11.1	0.5	0.7	10.2	1.2
XXII Sales workers	679	22.3	9.6	28.6	0.1	32.1	0.1	0.8	4.6	1.8
XXIII Service, sport and recreation workers	618	23.0	9.1	54.4	—	7.0	0.6	1.5	4.1	0.2
XXV Professional, technical workers, artists	1089	80.3	9.3	2.5	—	3.7	0.3	0.9	2.1	0.9

[illegible]

Table 8. Estimated (a) proportion of men in each industry, occupation, social class and area who were covered by sick pay schemes with particular provisions regarding waiting days

Per cent

	All waiting day provisions	Number of waiting days					At discretion	Not known
		None	1 to 3	4 to 6	7 or more			
A. ALL INDUSTRIES ... ..	56.6	40.7	4.5	9.9	1.0	0.3	0.3	0.3
I Agriculture, forestry, fishing ... ..	29.1	25.2	2.0	1.1	0.2	0.3	0.3	0.2
II Mining and quarrying ... ..	93.6	14.1	0.5	78.8	0.1	—	—	—
III Food, drink and tobacco ... ..	73.3	54.3	13.6	3.2	1.1	0.3	0.3	0.9
IV Chemicals and allied industries ... ..	84.2	68.6	10.4	4.7	0.1	0.2	0.2	0.2
V Metal manufacture ... ..	25.6	19.2	3.7	1.6	1.6	0.1	0.1	0.3
VI Engineering and electrical goods ... ..	43.8	34.8	3.7	2.8	1.9	0.2	0.2	0.2
VII Shipbuilding and marine engineering ... ..	33.1	16.0	13.1	1.2	2.2	0.5	0.5	0.1
VIII Vehicles ... ..	49.0	30.0	5.2	13.2	0.2	0.4	0.4	0.4
IX Metal goods not elsewhere specified ... ..	32.2	22.4	4.0	4.0	1.2	0.3	0.3	0.3
X Textiles ... ..	34.4	27.7	3.8	1.3	1.2	0.2	0.2	0.1
XI Leather, leather goods and fur ... ..	32.3	26.3	2.1	1.4	—	1.8	1.8	0.7
XII Clothing and footwear ... ..	34.1	30.9	1.3	0.4	0.5	0.6	0.6	0.4
XIII Bricks, pottery, glass, cement, etc. ... ..	44.0	27.2	4.9	5.2	6.5	0.1	0.1	0.1
XIV Timber, furniture, etc. ... ..	28.4	24.0	1.5	1.2	0.7	0.6	0.6	0.4
XV Paper, printing and publishing ... ..	57.8	40.8	5.9	6.9	3.3	0.6	0.6	0.4
XVI Other manufacturing industries ... ..	49.0	34.4	10.0	2.7	1.3	0.6	0.6	—
XVII Construction ... ..	25.8	22.0	0.9	2.3	0.4	—	—	0.1
XVIII Gas, electricity and water ... ..	95.0	74.0	20.7	0.3	—	—	—	—
XIX Transport and communication ... ..	69.4	25.0	8.1	33.9	2.1	0.1	0.1	0.1
XX Distributive trades ... ..	69.8	63.4	4.2	0.7	0.2	0.7	0.7	0.6
XXI Insurance, banking and finance ... ..	86.3	78.9	4.4	1.1	0.5	0.8	0.8	0.5
XXII Professional and scientific services ... ..	90.6	87.3	2.2	0.3	0.1	0.3	0.3	0.4
XXIII Miscellaneous services ... ..	53.1	47.2	2.0	2.8	0.4	0.5	0.5	0.2
XXIV Public administration and defence ... ..	94.9	94.1	0.8	—	—	—	—	—

B. ALL OCCUPATIONS		40.7	4.5	9.9	1.0	0.3	0.3
I	Farmers, foresters, fishermen	38.8	1.9	1.2	0.2	0.3	0.3
II	Miners and quarrymen	95.5	0.1	84.6	0.2	0.3	0.4
III	Gas, coke and chemicals makers	72.8	23.6	4.9	0.6	0.7	0.2
IV	Glass and ceramics makers	39.3	4.8	5.7	9.2	—	—
V	Pumice, forges, foundry, rolling mill workers	25.2	4.2	7.0	2.0	—	0.3
VI	Electrical and electronic workers	58.6	7.3	8.9	1.1	0.3	0.1
VII	Engineering and allied trades workers	39.4	6.4	8.6	1.3	0.2	0.2
VIII	Woodworkers	30.0	3.0	4.1	1.2	0.1	0.1
IX	Leather workers	26.0	1.0	1.1	1.0	—	0.3
X	Textile workers	22.2	1.7	0.9	1.3	0.3	0.1
XI	Clothing workers	30.0	1.6	1.9	0.2	0.9	0.6
XII	Food, drink and tobacco workers	65.2	11.9	2.2	0.8	0.3	0.7
XIII	Paper and printing workers	50.2	6.4	7.5	4.7	0.2	0.2
XIV	Makers of other products	44.3	3.1	2.5	1.7	0.4	0.1
XV	Construction workers	35.8	3.0	2.7	0.6	0.1	0.1
XVI	Painters and decorators	33.8	3.1	3.9	0.3	—	0.1
XVII	Drivers of stationary engines, cranes, etc.	54.0	8.1	19.8	1.1	0.1	0.3
XVIII	Labourers n.e.c.	42.2	4.5	10.9	1.0	0.1	0.2
XIX	Transport and communications workers	61.2	7.0	23.6	1.8	0.1	0.2
XX	Warehousemen, storekeepers, packers, bottlers	61.4	5.7	4.7	1.4	0.5	0.6
XXI	Clerical workers	88.4	2.6	2.0	0.4	0.3	0.4
XXII	Sales workers	78.1	4.9	0.8	0.4	0.7	0.5
XXIII	Services, sport and recreation workers	71.1	64.4	2.7	0.7	0.4	0.2
XXIV	Administrators and managers	87.2	0.9	0.4	0.2	0.6	0.3
XXV	Professional, technical workers, artists	91.8	1.1	0.5	0.3	0.3	0.2

(a) On the basis of both the sample enquiries.

Table 8. All men: sick pay cover and provisions regarding waiting days (a)—*cont'd.*MEN  
Per cent

	All waiting day provisions	Number of waiting days					At discretion	Not known
		None	1 to 3	4 to 6	7 or more			
C. ALL SOCIAL CLASSES ... ..	56.6	40.7	4.5	9.9	1.0		0.3	0.3
I and II Professional, etc., and intermediate occupations ... ..	88.1	84.5	1.7	1.0	0.3		0.4	0.3
III Skilled occupations ... ..	57.3	40.6	4.4	10.7	1.1		0.3	0.2
IV Partly skilled occupations ... ..	52.2	30.5	6.6	13.6	1.0		0.2	0.3
V Unskilled occupations ... ..	41.4	25.9	4.6	9.3	1.3		—	0.2
D. GREAT BRITAIN ... ..	56.6	40.7	4.5	9.9	1.0		0.3	0.3
England ... ..	56.9	41.7	4.6	9.2	0.9		0.3	0.3
Northern England ... ..	51.0	35.9	4.1	11.6	1.0		0.2	0.2
Northern Region ... ..	57.0	33.9	2.6	19.6	0.7		0.1	0.1
East and West Ridings Region ... ..	54.0	34.1	4.0	14.7	1.0		0.2	0.2
North Midland Region ... ..	53.3	34.6	3.1	14.6	0.5		0.3	0.2
Midland Region ... ..	46.7	33.7	3.7	7.6	1.3		0.2	0.2
North Western Region ... ..	55.0	40.6	5.8	6.8	1.1		0.2	0.3
Southern England ... ..	61.7	48.8	5.2	6.2	0.7		0.4	0.3
Eastern Region ... ..	49.6	47.2	4.6	5.7	0.6		0.2	0.3
London and South Eastern Region ... ..	63.6	51.3	4.4	6.3	0.8		0.4	0.4
Southern Region ... ..	60.6	48.0	5.0	6.1	0.4		0.6	0.4
South Western Region ... ..	57.9	42.4	7.6	6.4	1.0		0.6	0.2
Scotland ... ..	53.0	37.6	3.6	10.5	1.0		0.1	0.2
Wales ... ..	57.7	30.5	4.6	19.3	2.5		0.1	0.2

(a) On the basis of both the sample enquiries.

Table 9. Men in each industry, occupation, social class and area who were said to be covered by sick pay schemes, analysed by number of waiting days required before payment commenced

MEN

Half per cent sample

	Number of men	Proportion of men with number of waiting days shown								At discretion	Not stated
		No waiting days	Per cent								
			1 to 2	3	4 to 5	6	7 to 11	12	Over 12		
A. ALL INDUSTRIES	33646	72.0	0.3	7.7	0.8	16.6	0.5	0.9	0.3	0.4	0.5
I Agriculture, forestry, fishing	465	86.9	0.2	6.7	0.5	3.2	—	0.4	0.1	1.2	0.8
II Mining and quarrying	3277	15.1	—	0.5	0.1	84.1	0.1	0.1	—	—	—
III Food, drink and tobacco	1451	74.0	1.0	17.5	2.2	2.1	0.4	0.9	0.2	0.4	1.3
IV Chemicals and allied industries	1514	81.4	0.6	11.7	0.8	4.8	0.1	0.1	—	0.2	0.2
V Metal manufacture	653	75.2	0.2	10.6	2.2	4.0	0.5	3.7	2.0	0.4	1.3
VI Engineering and electrical goods	2870	79.6	0.5	39.5	3.1	3.4	1.3	2.6	0.5	0.5	0.5
VII Shipbuilding and marine engineering	232	48.4	—	8.0	—	3.6	—	—	6.5	1.6	0.4
VIII Vehicles	1651	61.2	—	10.7	2.0	25.0	0.1	0.2	0.1	—	0.7
IX Metal goods not elsewhere specified	430	69.5	0.9	11.5	4.8	7.7	0.5	2.0	1.4	0.9	0.8
X Textiles	591	80.6	—	11.2	0.8	2.8	—	3.2	0.3	0.7	2.2
XI Leather, leather goods and fur	46	81.5	—	6.5	—	4.3	—	—	—	5.4	1.1
XII Clothing and footwear	190	90.5	—	3.9	0.8	0.3	—	0.5	1.1	1.8	1.1
XIII Bricks, pottery, glass, cement, etc.	519	61.9	0.2	10.9	1.9	9.9	0.1	13.8	1.0	0.2	0.2
XIV Timber, furniture, etc.	217	84.6	—	5.3	1.1	3.2	0.2	1.4	0.7	2.1	1.4
XV Paper, printing and publishing	957	70.6	2.5	7.7	1.7	10.1	—	3.6	2.2	1.0	0.6
XVI Other manufacturing industries	386	70.2	0.4	20.1	1.4	4.0	0.3	2.3	—	1.3	—
XVII Construction	1546	85.2	0.1	3.6	0.1	9.0	0.2	0.4	1.0	0.1	0.3
XVIII Gas, electricity and water	1473	77.9	—	21.8	—	0.3	—	—	—	—	—
XIX Transport and communication	3429	36.0	0.1	11.6	0.3	48.5	2.7	0.3	0.1	0.2	0.2
XX Distributive trades	3751	90.8	0.2	5.8	0.2	0.8	—	0.2	0.1	1.0	0.8
XXI Insurance, banking and finance	1110	91.4	—	5.1	0.3	1.0	—	0.2	0.4	0.9	0.5
XXII Professional and scientific services	2483	96.4	—	2.4	0.2	0.1	—	0.1	—	0.3	0.5
XXIII Miscellaneous services	1715	88.9	0.4	3.2	0.3	5.0	0.2	0.3	0.3	0.9	0.4
XXIV Public administration and defence	2569	99.1	—	0.8	—	—	—	—	—	—	—

Table 9. Men covered by sick pay schemes: waiting days—cont'd.

MEN

	Number of men	Proportion of men with number of waiting days shown								At discretion	Not stated
		No waiting days	1 to 2	3	4 to 5	6	7 to 11	12	Over 12		
		Per cent									
B. ALL OCCUPATIONS	33646	72.0	0.3	7.7	0.8	16.6	0.5	0.9	0.3	0.4	0.5
I Farmers, foresters, fishermen	723	89.8	0.1	4.8	0.4	2.8	—	0.4	—	0.8	1.0
II Miners and quarrymen	2275	11.0	—	0.1	0.1	88.5	0.1	0.1	—	—	—
III Gas, coke and chemicals makers	428	58.8	—	32.5	2.0	4.8	—	0.4	0.5	0.9	0.2
IV Glass and ceramics makers	135	50.0	—	12.2	0.7	13.7	—	21.9	1.5	—	—
V Furnace, forge, foundry, rolling mill workers	287	46.2	0.7	16.1	2.4	25.5	1.0	4.9	1.9	—	1.2
VI Electrical and electronic workers	563	69.8	0.3	12.2	1.5	13.6	—	1.3	0.6	0.5	0.2
VII Engineering and allied trades workers	3879	57.5	0.7	15.6	3.2	18.7	1.0	1.7	0.6	0.4	0.5
VIII n.e.c.	501	71.7	—	9.9	1.5	12.1	0.5	2.1	1.5	0.4	0.4
IX Woodworkers	82	87.2	1.2	2.4	1.8	2.4	—	1.2	2.4	—	1.2
X Leather workers	199	80.4	—	7.6	1.0	3.0	—	5.0	1.0	1.5	0.5
XI Textile workers	95	82.6	—	5.3	1.1	5.3	—	—	0.5	3.2	2.1
XII Clothing workers	671	73.5	0.9	17.3	1.6	1.8	0.1	0.8	0.3	0.4	1.1
XIII Food, drink and tobacco workers	423	61.9	3.4	9.3	2.7	12.3	—	6.3	3.2	0.4	0.5
XIV Paper and printing workers	352	70.5	0.1	18.6	0.6	5.1	0.3	3.6	—	1.0	0.3
XV Makers of other products	795	81.5	0.3	8.2	0.1	7.6	0.1	0.7	0.9	0.4	0.4
XVI Construction workers	417	78.1	0.2	8.9	1.4	10.2	0.2	0.5	0.2	—	0.2
XVII Printers and decorators	417	78.1	0.2	8.9	1.4	10.2	0.2	0.5	0.2	—	0.2
XVIII Drivers of stationary engines, cranes, etc.	813	45.7	0.9	14.2	0.7	35.8	0.1	1.8	0.1	0.1	0.5
XIX Labourers n.e.c.	2314	60.4	0.2	10.6	1.1	24.7	0.5	1.1	0.7	0.1	0.6
XX Transport and communications workers	3073	46.6	0.1	11.4	0.4	38.2	2.5	0.3	0.1	0.2	0.3
XX Warehousemen, storekeepers, packers, butlers	1438	79.1	0.4	9.0	1.1	6.5	0.3	1.5	0.4	0.8	0.9
XXI Clerical workers	3941	93.4	—	2.9	0.2	2.1	0.1	0.2	0.1	0.5	0.5
XXII Sales workers	2665	90.7	0.1	6.1	0.3	0.8	—	0.2	0.2	0.9	0.6
XXIII Service, sport and recreation workers	1857	90.5	0.1	3.8	0.1	3.8	0.2	0.5	0.2	0.6	0.3
XXIV Administrators and managers	1901	97.1	—	1.0	—	0.5	0.1	0.1	0.1	0.7	0.3
XXV Professional, technical workers, artists	3915	97.2	—	1.2	0.1	0.5	—	0.2	0.1	0.4	0.3



Table 10. Estimated (a) proportion of women in each industry, occupation, social class and area who were covered by sick pay schemes with particular provisions regarding waiting days

WOMEN

Per cent

	All waiting day provisions	Number of waiting days					At discretion	Not known
		None	1 to 3	4 to 6	7 or more			
A. ALL INDUSTRIES	59.5	53.0	3.2	1.2	0.7		1.0	0.4
III Food, drink and tobacco	62.8	42.5	12.9	3.5	1.6		1.9	0.3
IV Chemicals and allied industries	83.8	74.6	7.8	0.9	0.5		—	—
V Engineering and electrical goods	49.8	42.6	3.2	1.5	1.6		0.6	0.3
VI Textiles	17.4	14.5	1.3	1.0	0.6		—	—
X Clothing and footwear	17.4	15.4	1.0	0.3	0.2		0.3	0.2
XV Paper, printing and publishing	48.0	36.2	4.6	3.4	2.8		—	1.0
XIX Transport and communication	72.5	49.2	13.5	9.2	1.6		0.5	0.5
XX Distributive trades	71.6	60.9	5.2	1.0	0.2		3.2	1.0
XXI Insurance, banking and finance	88.0	82.9	1.3	1.5	1.4		0.8	—
XXII Professional and scientific services	89.3	87.8	0.6	0.1	0.1		0.3	0.4
XXIII Miscellaneous services	45.0	41.6	1.1	0.2	—		1.4	0.6
XXIV Public administration and defence	92.0	91.6	0.4	—	—		—	—
B. ALL OCCUPATIONS	59.5	53.0	3.2	1.2	0.7		1.0	0.4
XIX Transport and communications workers	67.6	41.0	13.1	13.5	—		—	—
XX Warehousemen, storekeepers, packers, butchers	47.1	30.3	9.3	3.7	2.5		1.0	0.2
XXI Clerical workers	85.4	80.4	2.3	0.8	0.5		0.8	0.5
XXII Sales workers	69.7	57.8	5.9	1.2	0.2		0.5	0.5
XXIII Service, sport and recreation workers	53.7	48.8	2.3	0.6	0.2		0.8	1.0
XXV Professional, technical workers, artists	92.6	91.6	0.6	0.1	0.2		0.2	—

C. ALL SOCIAL CLASSES ... ..									
I and II Professional, etc., and intermediate occupations	...	...	...	...	...	...	...	...	...
III Skilled occupations	88.6	59.5	53.0	3.2	1.2	0.7	1.0	0.4	0.4
IV Partly skilled occupations	67.8	...	87.3	0.7	0.1	0.1	0.5	—	—
V Unskilled occupations	35.3	...	61.0	3.1	0.9	0.9	1.4	0.6	0.6
	51.9	...	26.3	5.0	2.1	0.8	0.6	0.5	—
	...	...	40.4	4.8	4.2	0.7	1.7	—	—
D. GREAT BRITAIN ... ..									
England ... ..	59.5	59.6	53.0	3.2	1.2	0.7	1.0	0.4	0.4
Northern England...	...	...	52.9	3.3	1.3	0.7	1.1	0.4	0.4
Northern Region	53.9	...	47.3	3.5	1.0	0.7	1.1	0.2	0.2
East and West Midlands	58.4	...	54.6	1.7	1.3	0.6	0.2	—	—
North Midlands Region	52.5	...	46.8	2.9	1.1	0.4	0.4	0.8	0.8
Midland Region	52.1	...	44.8	3.6	0.9	1.0	1.8	—	—
North Western Region...	54.1	...	48.1	2.5	1.0	0.9	1.3	0.2	0.2
Southern England...	53.5	...	45.4	5.0	1.0	0.6	1.3	0.1	0.1
Eastern Region...	66.1	...	59.1	3.0	1.5	0.6	1.1	0.7	0.7
London and South Eastern Region	64.8	...	56.9	3.8	2.4	—	1.0	0.7	0.7
Southern Region	67.1	...	60.5	2.5	1.5	0.8	1.1	0.3	0.3
South Western Region...	66.0	...	59.4	3.1	1.8	0.8	0.5	0.6	0.6
	62.7	...	55.2	4.6	0.2	0.6	1.5	—	—
Scotland	58.5	...	53.2	3.0	0.7	0.7	0.5	0.4	0.4
Wales	59.4	...	54.5	1.9	0.3	0.9	1.2	0.7	0.7

(a) On the basis of both the sample enquiries.

Table 11. Women in each industry, occupation, social class and area who were said to be covered by sick pay schemes, analysed by number of waiting days required before payment commenced

*Quarter per cent sample*

Proportion of women with number of waiting days shown										
No waiting days	1 to 2	3	4 to 5	6	7 to 11	12	Over 12	At discretion	Not stated	
Per cent										
A. ALL INDUSTRIES	89.1	0.4	5.0	0.5	1.4	0.1	0.7	0.4	1.7	0.7
III Food, drink and tobacco	67.7	0.4	20.1	2.6	3.0	—	1.7	0.9	3.0	0.4
IV Chemicals and allied industries	181	89.0	9.4	0.6	0.6	—	0.6	—	—	—
VI Engineering and electrical goods	349	85.6	6.2	2.3	0.7	0.6	1.9	0.9	1.1	0.6
X Textiles	123	83.3	6.5	2.4	3.3	0.4	1.6	1.6	—	—
XII Clothing and footwear	101	88.1	5.5	—	2.0	—	—	1.0	2.0	1.0
XV Paper, printing and publishing	171	75.4	6.2	2.3	4.7	1.9	1.8	4.1	—	2.1
XIX Transport and communication	154	67.9	15.9	—	12.7	—	0.3	0.1	0.6	0.6
XX Distributive trades	85.1	0.8	6.4	0.1	1.3	—	0.3	—	1.0	1.4
XXI Insurance, banking and finance	313	94.2	1.4	—	1.8	—	1.6	—	0.4	0.4
XXII Professional and scientific services	1415	98.3	0.7	—	0.1	—	—	0.1	3.1	1.3
XXIII Miscellaneous services	452	92.6	2.2	0.2	0.3	—	—	—	—	—
XXIV Public administration and defence	207	99.5	0.5	—	—	—	—	—	—	—
B. ALL OCCUPATIONS	89.1	0.4	5.0	0.5	1.4	0.1	0.7	0.4	1.7	0.7
XIX Transport and communications workers	77	60.6	19.4	1.3	18.7	—	—	—	—	—
XX Warehousemen, storekeepers, packers, bottlers	189	64.3	18.3	2.6	5.3	—	2.9	2.4	2.1	0.5
XXI Chemical workers	2251	94.2	2.6	0.2	0.7	0.2	0.4	—	1.0	0.6
XXII Sales workers	679	82.9	7.9	0.1	1.5	—	0.3	—	6.0	0.7
XXIII Service, sport and recreation workers	618	90.9	3.7	—	1.1	—	0.3	—	1.5	1.9
XXV Professional, technical workers, artists	1059	98.9	0.7	0.1	—	—	—	0.2	0.2	—

C. ALL SOCIAL CLASSES										
I and II Professional, etc., and intermediate occupations										
III Skilled occupations	1172	89.5	0.4	5.0	0.5	1.4	0.1	0.7	0.4	1.7
IV Partly skilled occupation	3241	98.5	—	0.8	0.1	—	—	—	0.1	0.5
V Unskilled occupations	850	90.0	0.3	4.3	0.4	1.0	0.2	0.8	0.3	2.0
	141	74.5	1.1	13.2	1.6	4.2	—	1.2	1.0	1.8
		77.9	0.7	8.5	—	8.2	—	0.7	0.7	3.2
D. GREAT BRITAIN										
England	5405	89.1	0.4	5.0	0.5	1.4	0.1	0.7	0.4	1.7
Northern England	2187	87.8	0.5	6.1	0.6	1.3	—	0.9	0.4	2.0
East and West Midlands Region	277	93.5	—	2.9	1.1	1.1	—	0.7	0.4	0.4
North Midlands Region	383	89.2	0.5	5.1	0.3	1.8	0.1	0.4	0.3	0.8
Midland Region	323	86.0	1.2	5.7	0.6	1.1	—	0.9	0.9	3.4
North Western Region	446	89.0	0.2	4.4	0.2	1.7	—	0.8	0.9	2.4
Southern England	759	85.0	0.4	9.0	0.8	1.1	—	1.2	—	2.4
Eastern Region	2343	89.5	0.4	4.1	0.6	1.7	0.1	0.7	0.2	1.6
London and South Eastern Region	334	87.7	1.1	4.8	0.6	3.1	—	—	—	1.6
Southern Region	1435	90.2	0.3	3.3	0.7	1.6	0.1	0.8	0.3	1.1
South Western Region	253	90.1	—	4.8	0.4	2.4	—	1.2	—	1.1
	301	88.1	0.5	6.8	—	0.3	—	1.0	—	0.4
Scotland	669	91.0	—	5.1	0.1	1.0	0.1	—	1.0	0.8
Wales	206	91.7	—	3.2	—	0.5	1.0	—	0.5	1.2

Table 12. Estimated (a) proportion of men in each industry, occupation, social class and area who were covered by sick pay schemes with specified maximum durations of payment

MEN

Per cent

	All maximum durations	Maximum duration of payment					At discretion	Not known
		4 weeks or less	5 to 8 weeks	9 to 13 weeks	14 to 26 weeks	Over 26 weeks		
A. ALL INDUSTRIES ... ..	56.6	3.5	5.0	17.3	8.1	8.7	13.4	0.8
I Agriculture, forestry, fishing ... ..	29.1	3.2	1.0	3.9	2.7	2.7	15.5	0.1
II Mining and quarrying ... ..	93.6	0.2	2.8	84.8	0.9	4.1	0.7	—
III Food, drink and tobacco ... ..	73.3	8.8	5.8	15.3	12.0	7.4	22.2	1.7
IV Chemicals and allied industries ... ..	84.2	3.8	4.2	13.8	35.7	8.4	17.4	0.8
V Metal manufacture ... ..	25.6	0.7	1.8	2.4	6.5	4.2	9.3	0.6
VI Engineering and electrical goods ... ..	43.8	4.5	5.4	6.4	7.5	4.8	13.8	1.3
VII Shipbuilding and marine engineering ... ..	33.1	1.2	1.2	6.2	12.6	1.2	10.3	0.3
VIII Vehicles ... ..	49.0	1.6	5.4	10.3	14.2	8.1	8.1	1.3
IX Metal goods not elsewhere specified ... ..	32.2	1.8	3.3	4.9	7.4	3.7	10.6	0.5
X Textiles ... ..	34.4	2.3	3.1	7.3	5.5	3.0	12.7	0.4
XI Leather, leather goods and fur ... ..	32.3	3.9	3.2	2.1	5.3	2.3	17.2	—
XII Clothing and footwear ... ..	34.1	5.6	4.0	3.7	2.7	9.8	15.6	0.2
XIII Bricks, pottery, glass, cement, etc. ... ..	44.0	2.3	5.2	11.0	5.8	4.1	9.6	0.2
XIV Timber, furniture, etc. ... ..	28.4	4.6	2.7	2.7	2.1	8.9	11.7	0.4
XV Paper, printing and publishing ... ..	57.8	4.9	4.3	6.1	10.3	8.5	22.6	0.6
XVI Other manufacturing industries ... ..	49.0	4.5	1.9	4.9	13.7	8.5	15.2	0.3
XVII Construction ... ..	25.8	3.9	2.1	8.5	1.7	1.7	7.6	0.2
XVIII Gas, electricity and water ... ..	95.0	—	0.4	67.7	1.8	35.1	0.1	—
XIX Transport and communication ... ..	69.4	1.6	17.1	29.8	9.4	3.4	7.7	0.4
XX Distributive trades ... ..	69.8	9.3	9.7	5.0	12.4	3.7	27.1	2.7
XXI Insurance, banking and finance ... ..	86.3	3.1	2.0	3.3	7.0	9.1	60.5	1.2
XXII Professional and scientific services ... ..	90.6	1.2	1.4	10.8	15.4	64.0	17.1	0.5
XXIII Miscellaneous services ... ..	53.1	7.3	5.8	7.0	5.9	4.6	21.7	0.8
XXIV Public administration and defence ... ..	94.9	—	0.4	52.3	1.6	40.5	—	—

B. ALL OCCUPATIONS		56.6	3.5	5.0	17.3	8.1	8.7	13.4	0.8
I	Farmers, foresters, fishermen	38.8	2.8	1.2	11.6	4.0	3.1	15.6	0.5
II	Miners and quarrymen	95.5	—	2.3	92.7	0.1	0.1	0.3	—
III	Gas, coke and chemicals makers	72.8	3.1	2.8	27.0	8.3	10.3	7.2	0.2
IV	Glass and ceramics makers	39.3	1.3	2.3	14.0	2.8	10.3	8.6	—
V	Furnace, forge, foundry, rolling mill workers	25.2	0.8	2.2	7.8	6.4	4.6	2.8	0.5
VI	Electrical and electronic workers	58.6	3.8	7.1	26.6	7.6	4.0	9.0	0.4
VII	Engineering and allied trades workers								
VIII	B.a.c.	39.4	2.6	3.8	12.9	8.9	4.3	6.3	0.5
IX	Woodworkers	30.0	3.1	2.4	11.0	4.6	1.8	4.8	0.4
X	Leather workers	26.0	3.8	3.2	2.5	4.8	1.3	10.2	0.3
XI	Textile workers	22.2	1.4	2.7	5.2	3.9	1.7	7.0	0.2
XII	Clothing workers	30.0	3.2	4.6	4.3	6.8	0.9	9.6	0.6
XIII	Food, drink and tobacco workers	65.2	9.3	7.9	9.8	11.3	5.2	20.3	1.3
XIV	Paper and printing workers	50.2	5.5	6.0	7.2	10.0	6.2	15.0	0.2
XV	Makers of other products	44.3	4.3	3.1	7.7	10.0	8.2	10.4	0.6
XVI	Construction workers	35.8	3.1	2.2	18.6	3.2	2.1	6.2	0.4
XVII	Painters and decorators	33.8	3.2	3.5	16.2	4.6	2.1	3.8	0.4
XVIII	Drivers of stationary engines, cranes, etc.	54.0	1.8	3.9	32.5	7.6	4.2	3.9	0.1
XIX	Labourers n.e.c.	42.2	1.6	4.5	25.1	5.3	1.9	3.4	0.4
XX	Transport and communications workers	61.2	3.1	12.7	26.3	6.6	3.6	8.3	0.6
XXI	Warehousemen, storekeepers, packers, bottlers	61.4	6.3	7.7	12.0	10.7	5.0	18.9	0.9
XXII	Clerical workers	88.4	4.6	5.8	7.1	13.0	20.1	36.3	1.5
XXIII	Sales workers	78.1	9.4	7.8	5.3	13.2	6.8	32.8	2.7
XXIV	Services, sport and recreation workers	71.1	3.9	3.1	17.9	10.4	24.2	10.9	0.7
XXV	Administrators and managers	87.2	2.9	3.7	6.1	8.7	23.0	40.9	1.9
XXVI	Professional, technical workers, artists	91.8	4.2	4.8	6.3	11.5	36.3	27.3	1.3

(a) On the basis of both the sample enquiries.

Table 12. All men: sick pay cover and maximum duration of payment (a)—cont'd.

MEN

Per cent

	All maximum durations	Maximum duration of payment					At discretion	Not known
		4 weeks or less	5 to 8 weeks	9 to 13 weeks	14 to 26 weeks	Over 26 weeks		
C. ALL SOCIAL CLASSES ... ..	56.6	3.5	5.0	17.3	8.1	8.7	13.4	0.8
I and II Professional, etc., and intermediate occupations ... ..	88.1	3.4	4.4	6.4	11.7	30.4	30.2	1.6
III Skilled occupations ... ..	57.3	3.9	5.5	17.1	7.9	7.8	14.3	0.8
IV Partly skilled occupations ... ..	52.2	3.5	4.8	22.1	8.8	4.0	8.5	0.6
V Unskilled occupations ... ..	41.4	2.1	4.3	23.3	5.3	1.9	4.1	0.5
D. GREAT BRITAIN ... ..	56.6	3.5	5.0	17.3	8.1	8.7	13.4	0.8
England ... ..	56.9	3.6	5.1	16.4	8.4	8.8	13.9	0.8
Northern England ... ..	53.0	3.0	4.8	18.8	7.6	7.4	10.7	0.7
Northern Region ... ..	57.0	2.0	3.3	27.0	8.7	7.0	8.5	0.5
East and West Ridings Region ... ..	54.0	3.1	5.0	22.3	6.2	6.8	10.2	0.4
North Midlands Region ... ..	53.3	3.2	5.0	20.9	5.8	6.5	10.9	1.0
Midland Region ... ..	46.7	2.8	4.1	13.1	7.5	7.4	11.0	0.8
North Western Region ... ..	55.0	3.4	5.8	15.6	9.2	8.5	11.8	0.6
Southern England ... ..	61.7	4.3	5.4	13.3	9.3	10.5	17.8	1.0
Eastern Region ... ..	59.6	4.3	4.5	12.1	12.3	11.5	13.7	1.2
London and South Eastern Region ... ..	63.6	4.5	6.1	13.7	8.0	9.9	20.3	1.1
Southern Region ... ..	60.6	4.5	5.2	12.1	8.6	12.1	17.3	0.7
South Western Region ... ..	57.9	3.6	4.0	14.1	11.1	10.3	13.9	1.0
Scotland ... ..	53.0	3.5	4.7	18.3	6.3	7.6	12.0	0.6
Wales ... ..	57.7	1.8	3.6	29.6	6.1	8.3	7.8	0.4

(a) On the basis of both the sample enquiries.

Table 13. Men in each industry, occupation, social class and area who were said to be covered by sick pay schemes, analysed by maximum duration of payment provided

MEN

Half per cent sample

	Number of men	Proportion of men for whom the maximum duration of payment was											At discretion	Not stated	
		Less than 2 weeks	2 to 3 weeks	4 weeks	5 to 8 weeks	9 to 12 weeks	13 weeks	14 to 25 weeks	26 weeks	27 to 51 weeks	52 weeks	Over 52 weeks			No limit
		Per cent													
A. ALL INDUSTRIES	33,646	0.6	2.6	3.0	8.8	17.0	13.5	4.5	9.7	3.3	7.8	0.7	3.5	23.6	1.4
I Agriculture, forestry, fishing	465	2.2	4.1	4.6	3.4	3.9	9.7	1.1	8.1	0.6	4.1	0.2	4.2	53.5	0.3
II Mining and quarrying	3,277	0.1	0.1	0.1	3.0	90.5	0.1	0.3	0.7	—	4.3	—	0.1	0.8	—
III Food, drink and tobacco	1,451	1.3	5.5	5.2	8.0	6.5	14.4	5.1	11.3	1.2	5.2	1.3	2.3	30.3	2.3
IV Chemicals and allied industries	1,314	0.6	0.8	3.2	5.0	3.8	12.5	8.0	34.5	1.4	3.7	2.6	2.3	20.7	1.0
V Metal manufacture	653	0.6	1.1	1.1	7.0	3.7	5.7	5.8	19.7	2.6	9.5	2.8	1.7	36.3	2.3
VI Engineering and electrical goods	2,870	1.0	3.9	5.4	12.3	8.8	5.8	7.1	9.9	3.1	5.5	0.4	2.1	31.5	3.1
VII Shipbuilding and marine engineering	252	0.8	—	2.8	3.8	9.9	8.9	4.0	34.1	1.8	0.4	1.0	0.6	31.2	0.8
VIII Vehicles	1,651	0.3	1.0	2.0	10.9	18.4	2.6	8.2	20.8	2.8	12.9	0.1	0.7	16.6	2.7
IX Metal goods not elsewhere specified	430	0.3	1.2	4.1	10.2	5.5	2.8	6.7	16.3	2.3	4.4	0.5	4.2	32.9	1.6
X Textiles	591	0.3	3.0	3.5	9.1	12.2	9.0	5.7	10.2	3.0	2.1	0.2	3.5	37.0	1.3
XI Leather, leather goods and fur	46	1.1	8.7	2.2	9.8	6.5	—	6.5	9.8	—	—	—	2.2	53.3	—
XII Clothing and footwear	190	3.2	6.8	6.3	11.8	5.3	5.5	8.9	1.8	—	2.1	1.1	3.7	45.8	0.5
XIII Bricks, pottery, glass, cement, etc.	519	0.4	2.4	2.5	11.9	21.1	3.9	8.9	4.2	2.0	0.3	9.8	0.2	21.9	0.5
XIV Timber, furniture, etc.	217	0.9	5.3	10.1	9.7	4.4	3.9	2.8	4.6	—	5.5	—	0.2	41.4	1.4
XV Paper, printing and publishing	957	1.8	2.7	4.0	7.4	4.3	6.3	6.4	11.4	9.6	8.7	2.6	2.9	39.2	1.1
XVI Other manufacturing industries	386	2.3	1.6	5.3	3.9	1.9	8.0	10.4	17.6	0.3	2.7	0.1	2.2	31.1	0.5
XVII Construction	1,546	0.2	4.1	10.9	8.1	9.1	24.0	0.6	5.9	0.2	26.0	0.4	0.1	29.6	0.7
XVIII Gas, electricity and water	1,473	—	—	—	0.4	0.2	71.0	0.5	1.4	0.2	3.1	0.2	0.1	11.1	—
XIX Transport and communication	3,429	0.2	0.8	1.4	24.6	37.5	5.4	4.2	9.4	0.5	3.1	0.3	2.3	18.9	0.5
XX Distributive trades	3,751	1.1	7.4	4.7	13.9	3.5	3.7	2.4	15.3	0.6	3.9	0.7	2.1	70.1	1.4
XXI Insurance, banking and finance	1,110	0.4	1.6	1.6	2.3	1.5	2.4	1.1	7.0	1.3	6.4	0.2	3.9	18.9	0.6
XXII Professional and scientific services	2,583	0.1	0.5	0.7	1.6	1.4	10.6	14.0	3.0	28.2	3.8	1.6	2.8	40.8	1.5
XXIII Miscellaneous services	1,715	1.2	7.4	5.1	10.9	5.5	7.8	2.7	8.5	0.3	15.4	1.6	2.8	—	—
XXIV Public administration and defence	2,569	—	—	—	0.4	0.2	54.9	1.1	0.6	0.6	21.0	0.3	20.9	—	—

Table 13. Men covered by sick pay schemes; maximum duration of payment—cont'd.

B. ALL OCCUPATIONS	Number of men	Proportion of men for whom the maximum duration of payment was												Not stated	
		Per cent													
		Less than 2 weeks	2 to 3 weeks	4 weeks	5 to 8 weeks	9 to 12 weeks	13 weeks	14 to 25 weeks	26 weeks	27 to 51 weeks	52 weeks	Over 52 weeks	No limit		At discretion
I Farmers, foresters, fishermen	33,646	0.6	2.6	3.0	8.8	17.0	13.5	4.5	9.7	3.3	7.8	0.7	3.5	23.6	1.4
II Miners and quarrymen	723	1.6	2.7	3.0	3.0	4.8	25.1	4.4	5.9	0.7	3.8	0.3	3.0	40.1	1.4
III Glass, coke and chemicals makers	2,275	0.2	1.1	2.9	2.4	96.9	0.2	0.1	—	—	—	—	—	0.3	—
IV Glass and ceramics makers	438	0.7	1.9	0.7	5.9	31.1	25.5	7.5	29.6	2.3	6.0	2.6	0.5	9.9	0.2
V Furnaces, forges, foundry, rolling mill workers	135	—	—	—	—	—	4.4	5.2	1.9	2.2	12.2	11.9	—	21.9	—
VI Electrical and electronic workers	287	1.2	1.2	0.7	8.9	22.9	8.2	5.2	20.2	2.3	11.7	1.9	2.4	11.2	0.8
VII Engineering and allied trades workers	883	0.6	3.0	3.0	12.2	12.3	33.1	4.5	8.5	1.0	4.8	0.4	0.6	15.4	1.4
VIII Woodworkers	3,879	0.4	2.8	3.5	9.7	16.7	16.1	6.6	15.9	1.7	7.0	0.8	1.3	16.0	1.4
IX Leather workers	501	1.0	5.0	10.9	8.1	14.5	22.3	5.2	10.0	0.3	2.9	0.8	2.1	15.9	1.2
X Textile workers	82	2.4	9.1	3.0	12.2	2.4	7.3	9.1	9.1	—	—	—	4.9	35.0	1.2
XI Clothing workers	199	0.5	2.3	3.5	12.3	14.6	8.8	8.3	9.3	1.5	3.0	1.0	2.3	31.5	1.0
XII Food, drink and tobacco workers	95	2.6	5.8	2.1	15.3	10.0	4.2	8.4	14.2	—	—	—	2.1	33.1	2.1
XIII Paper and printing workers	671	1.3	7.9	5.1	12.2	4.4	10.6	4.5	12.9	0.9	3.3	1.3	2.5	29.8	0.5
XIV Makers of other products	423	1.9	3.8	5.3	12.0	5.7	8.8	6.6	13.3	0.9	6.9	3.4	1.2	23.6	1.3
XV Construction workers	352	1.3	3.6	5.0	7.0	4.3	13.1	9.1	13.5	10.1	6.4	—	2.0	23.6	1.3
XVI Painters and decorators	795	0.3	2.1	6.4	6.2	7.1	44.8	3.8	5.2	0.9	2.5	0.3	2.1	17.3	1.0
XVII Drivers of stationary engines, cranes, etc.	417	—	—	—	10.3	8.9	19.0	4.7	8.9	0.7	3.8	0.2	1.6	11.2	1.2
XVIII Labourers n.e.c.	813	0.3	1.9	1.0	7.3	31.9	28.3	6.9	7.2	0.9	4.3	1.7	0.9	7.3	0.2
XIX Transport and communications workers	2,314	0.7	1.3	1.8	10.7	19.0	40.5	5.0	7.5	0.7	2.8	0.7	0.3	8.0	1.0
XX Watchmen, stokers, porters, bootmen	3,073	0.4	2.0	2.7	20.8	31.6	11.3	3.3	7.4	0.5	4.2	0.5	0.7	13.5	1.0
XXI Clerical workers	1,438	0.9	4.2	5.0	12.6	8.6	11.0	5.5	11.8	1.0	5.1	0.9	1.1	30.8	1.4
XXII Sales workers	2,941	0.5	2.0	2.7	6.5	4.7	3.8	3.5	11.2	1.0	18.6	0.6	1.6	41.1	1.7
XXIII Service, sport and recreation workers	2,685	0.9	6.5	4.7	9.9	2.9	3.9	3.2	13.8	0.7	4.7	0.4	2.9	42.0	3.5
XXIV Administrators and managers	1,857	0.8	3.1	1.6	4.4	4.3	20.8	10.2	4.4	0.6	2.9	0.4	30.1	15.4	0.9
XXV Professional, technical workers, artists	1,501	0.3	1.3	1.7	4.3	4.0	3.1	2.2	7.8	1.3	15.1	1.0	9.0	46.9	2.1
	3,915	0.5	1.4	2.7	5.2	3.7	3.2	3.8	8.8	19.3	16.4	0.7	3.2	29.8	1.5



Table 14. Estimated (a) proportion of women in each industry, occupation, social class and area who were covered by sick pay schemes with specified maximum durations of payment

	All maximum durations	Maximum duration of payment					At discretion	Not known
		4 weeks or less	5 to 8 weeks	9 to 13 weeks	14 to 26 weeks	Over 26 weeks		
A. ALL INDUSTRIES								
III Food, drink and tobacco	59.5	6.5	5.4	6.5	8.8	13.1	17.0	2.2
IV Chemicals and allied industries	62.8	9.6	7.5	13.5	6.4	3.7	19.4	2.7
VI Engineering and electrical goods	83.8	13.8	9.7	15.0	14.8	5.8	24.2	0.5
X Textiles	49.8	8.9	7.5	7.9	6.3	3.4	13.6	2.1
XII Clothing and footwear	17.4	1.3	2.1	2.6	2.8	1.8	6.5	0.3
XV Paper, printing and publishing	17.4	3.0	2.4	1.9	1.2	0.2	8.1	0.7
XIX Transport and communication	48.0	5.6	3.1	4.5	7.7	5.6	20.3	1.1
XX Distributive trades	72.5	1.4	14.6	11.8	19.8	4.5	20.2	0.2
XXI Insurance, banking and finance	71.6	15.0	11.9	4.7	9.2	2.6	21.9	1.4
XXII Professional and scientific services	88.0	5.8	2.5	6.8	5.9	7.3	58.3	1.4
XXIII Miscellaneous services	89.3	1.1	1.3	8.0	18.7	46.3	12.4	1.4
XXIV Public administration and defence	43.0	8.6	4.5	4.4	3.5	2.1	20.2	1.5
	92.0	—	—	22.0	1.3	68.7	—	—
B. ALL OCCUPATIONS								
XXIX Transport and communications workers	59.5	6.5	5.4	6.5	8.8	13.1	17.0	2.2
XX Warehouses, storekeepers, packers, bottlers	67.6	5.2	23.1	10.5	8.3	3.5	14.0	3.1
XXI Clerical workers	47.1	9.1	5.0	8.5	8.1	3.4	11.6	1.5
XXII Sales workers	85.4	9.3	7.3	7.3	9.9	13.5	35.5	2.6
XXIII Service, sport and recreation workers	69.7	15.1	12.5	4.6	8.8	3.1	7.2	7.2
XXIV Professional, technical workers, artists	53.7	5.4	3.7	13.4	16.0	4.0	10.6	0.8
XXV	92.6	2.6	2.4	4.9	11.5	59.6	9.9	1.7

Per cent

C. ALL SOCIAL CLASSES	...	...	...	...	6-5	5-4	6-5	8-8	13-1	17-0	2-2
I and II Professional, etc., and intermediate occupations	...	...	...	...	2-8	3-1	5-1	10-9	53-0	12-1	1-7
III Skilled occupations	...	...	...	...	9-1	7-0	6-1	8-5	8-9	23-1	3-1
IV Partly skilled occupations	...	...	...	...	4-4	4-3	7-2	9-2	2-3	6-7	1-1
V Unskilled occupations	...	...	...	...	3-1	4-2	22-3	10-9	2-0	8-7	0-6
D. GREAT BRITAIN	...	...	...	...	6-5	5-4	6-5	8-8	13-1	17-0	2-2
England	...	...	...	...	6-8	5-5	6-6	8-5	12-9	17-1	2-2
Northern England...	...	...	...	...	6-4	5-0	6-7	8-0	12-5	13-4	1-9
Northern Region	...	...	...	...	5-8	5-6	3-8	12-8	16-3	12-5	1-7
East and West Ridings Region	...	...	...	...	6-0	5-5	7-4	7-4	13-4	11-0	0-6
North Midlands Region	...	...	...	...	5-7	3-9	6-5	5-6	12-4	14-9	3-1
Midland Region	...	...	...	...	7-8	5-9	6-8	7-0	12-7	12-1	1-8
North Western Region...	...	...	...	...	53-5	53-4	6-6	8-2	10-8	15-0	2-3
Southern England...	...	...	...	...	7-2	6-0	6-5	9-1	13-3	21-3	2-5
Eastern Region ...	...	...	...	...	6-0	6-6	7-4	9-9	15-9	16-8	2-1
London and South Eastern Region	...	...	...	...	8-4	6-0	5-8	8-7	11-5	24-4	2-3
Southern Region	...	...	...	...	5-9	3-5	6-7	11-0	18-7	18-3	2-0
South Western Region...	...	...	...	...	4-7	7-4	8-5	8-4	14-3	14-8	4-7
Scotland	...	...	...	...	4-9	5-0	5-4	10-0	13-5	17-7	2-0
Wales	...	...	...	...	4-6	4-8	8-4	12-0	14-3	12-7	2-7

(a) On the basis of both the sample enquiries.

Table 15. Women in each industry, occupation, social class and area who were said to be covered by sick pay schemes, analysed by maximum duration of payment provided

Quarter per cent sample

	Number of women	Proportion of women for whom the maximum duration of payment was											At discretion	Not stated	
		Per cent													
		Less than 2 weeks	2 to 3 weeks	4 weeks	5 to 8 weeks	9 to 12 weeks	13 weeks	14 to 25 weeks	26 weeks	27 to 51 weeks	52 weeks	Over 52 weeks			
A. ALL INDUSTRIES	5,405	1.4	5.3	4.2	9.1	4.0	7.0	6.3	8.6	8.4	11.5	0.4	1.6	28.6	3.7
III Food, drink and tobacco	231	3.0	9.5	2.8	11.9	5.2	16.2	3.7	6.5	—	4.3	0.9	0.6	31.0	4.3
IV Chemicals and allied industries	181	2.8	3.6	10.2	11.6	3.9	14.0	2.5	15.2	1.1	4.3	0.9	0.6	28.9	0.6
V Engineering and electrical goods	349	1.4	6.4	10.0	15.0	10.7	5.2	2.9	9.9	1.7	4.4	0.1	0.6	27.3	4.3
X Textiles	123	0.8	2.8	4.1	12.2	5.3	9.8	5.7	10.2	—	5.7	1.6	3.3	37.0	1.6
XII Clothing and footwear	101	3.0	7.5	6.5	13.9	9.0	2.0	7.0	—	—	1.0	—	—	66.3	4.0
XIV Paper, printing and publishing	171	0.6	6.2	5.0	6.5	5.9	3.5	4.4	11.7	1.2	6.7	1.8	2.1	42.2	2.3
XX Transport and communication	154	—	1.0	—	20.1	8.8	7.5	3.9	23.4	1.3	2.6	—	2.3	27.9	0.3
XXI Distributive trades	1,164	3.2	13.0	4.8	16.7	4.3	2.2	1.4	11.5	0.6	1.2	—	1.6	30.6	8.7
XXII Insurance, banking and finance	313	1.1	1.1	4.3	2.9	1.3	6.4	1.0	5.8	1.0	3.1	0.3	1.9	66.2	1.6
XXIII Professional and scientific services	1,413	0.3	0.1	0.8	1.5	0.6	8.4	15.7	5.3	23.2	0.7	0.1	1.0	13.9	1.6
XXIV Miscellaneous services	452	1.4	9.0	8.7	10.1	6.0	3.9	2.3	5.3	0.7	1.5	0.7	1.9	44.9	3.4
Public administration and defence	207	—	—	—	—	0.5	23.4	1.0	0.5	1.4	67.7	1.2	4.3	—	—
B. ALL OCCUPATIONS	5,405	1.4	5.3	4.2	9.1	4.0	7.0	6.3	8.6	8.4	11.5	0.4	1.6	28.6	3.7
XIX Transport and communications workers	77	—	5.2	2.6	34.2	7.1	8.4	1.3	11.0	—	3.9	—	1.3	20.6	4.5
XX Warehousemen, stockkeepers, packers, porters	189	2.6	9.8	6.9	10.6	6.9	11.1	3.7	13.5	2.1	2.9	1.6	0.5	24.6	3.2
XXI Chemical workers	2,251	1.1	4.3	5.5	8.6	3.9	4.6	3.3	8.4	1.0	12.3	0.3	2.1	41.6	3.0
XXII Sales workers	679	4.0	12.8	4.8	17.9	4.7	1.9	1.3	11.3	0.6	1.8	—	2.1	26.4	10.4
XXIII Service, sport and recreation workers	613	1.0	6.2	2.8	6.9	5.0	21.8	25.9	5.8	0.7	4.2	0.4	2.0	19.7	1.5
XXV Professional, technical workers, artists	1,059	0.4	0.9	1.5	2.6	1.1	4.1	5.4	7.0	38.6	25.0	0.2	0.6	10.7	1.8

[illegible]

Table 16. Estimated (a) proportion of men in each sick pay schemes with specified amounts

	All amounts of sick pay	Amount of sick pay at					
		"Full wages"			50% of wages or more but less than full		
		Without deduction	Less N.I. benefit	Less some deduction according to scale operated by employer	Without deduction	Less N.I. benefit	Less some deduction according to scale operated by employer
A. ALL INDUSTRIES ... ..	56.6	7.0	32.1	0.5	0.8	1.0	—
I Agriculture, forestry, fishing ...	29.1	2.8	22.0	0.1	0.5	0.1	—
II Mining and quarrying ... ..	31.6	0.4	13.5	—	0.2	—	—
III Food, drink and tobacco ... ..	73.3	8.2	34.7	1.6	4.1	8.2	0.5
IV Chemicals and allied industries ...	84.2	7.4	55.0	1.5	2.6	3.1	—
V Metal manufacture ... ..	25.6	7.4	9.9	0.3	0.2	0.1	—
VI Engineering and electrical goods ...	43.8	8.5	23.7	0.8	0.9	0.4	—
VII Shipbuilding and marine engineering	33.1	3.4	20.6	0.3	0.5	0.3	—
VIII Vehicles ... ..	49.0	10.6	10.7	1.1	0.3	0.1	—
IX Metal goods not elsewhere specified	32.2	6.4	13.2	0.1	0.9	1.0	—
X Textiles ... ..	34.4	8.1	19.2	0.3	0.5	0.3	—
XI Leather, leather goods and fur ...	32.3	7.4	13.7	—	0.7	—	—
XII Clothing and footwear ... ..	34.1	5.2	21.3	—	—	—	—
XIII Bricks, pottery, glass, cement, etc....	44.0	4.7	12.4	0.6	1.1	0.6	—
XIV Timber, furniture, etc. ... ..	28.4	5.5	14.4	0.2	1.4	—	—
XV Paper, printing and publishing ...	57.8	9.7	23.3	1.0	2.7	1.2	0.1
XVI Other manufacturing industries ...	49.0	5.8	20.9	—	1.6	0.3	—
XVII Construction ... ..	25.8	2.6	18.1	0.1	0.2	—	—
XVIII Gas, electricity and water ... ..	95.0	0.3	94.4	0.1	0.1	—	—
XIX Transport and communication ...	69.4	5.4	23.2	0.9	0.5	5.5	—
XX Distributive trades ... ..	69.8	11.1	30.9	0.8	0.8	0.1	—
XXI Insurance, banking and finance ...	86.3	36.4	41.9	0.1	0.2	—	—
XXII Professional and scientific services...	90.6	7.4	81.0	0.1	0.1	—	—
XXIII Miscellaneous services ... ..	53.1	9.4	33.6	0.3	1.7	0.4	—
XXIV Public administration and defence...	94.9	3.7	91.1	—	—	—	—

(a) On the basis of both

industry and occupation who were covered by  
of sick pay at the commencement of payment

MEN

Per cent

commencement of payment

Less than 50% of wages			Flat rate of						Amount at employer's discretion	Amount not stated or not otherwise classified
Without deduction	Less N.I. benefit	Less some deduction according to scale operated by employer	£8 or more	£5 or more but less than £8	£3 or more but less than £5	£2 or more but less than £3	£1 or more but less than £2	Less than £1		
0.3	—	—	0.1	0.5	1.3	2.7	6.5	0.4	1.9	1.3
0.1	—	—	0.1	0.1	0.2	0.4	0.2	—	2.4	0.2
0.1	—	—	—	—	0.1	0.3	78.7	—	0.3	0.2
4.1	0.3	0.2	0.3	0.3	2.9	2.3	1.3	0.3	3.1	0.8
1.1	—	—	0.2	0.2	1.7	1.7	4.6	1.5	1.8	1.7
—	—	—	0.1	0.2	1.2	1.3	2.2	0.6	1.3	0.8
0.1	—	0.1	0.1	0.5	2.4	1.3	1.4	0.4	1.8	1.2
—	—	—	—	0.1	0.9	3.2	1.2	0.3	1.2	1.2
—	—	—	—	3.3	6.5	8.0	2.4	2.0	1.2	2.6
0.2	0.1	—	—	1.2	1.6	1.6	1.6	0.6	1.4	2.4
0.2	—	—	0.1	—	0.6	0.2	1.2	1.2	1.7	0.7
—	—	—	—	—	0.7	0.7	3.2	1.4	3.9	0.7
—	—	—	0.2	—	—	0.5	1.3	1.2	3.2	1.2
—	—	—	0.1	0.2	6.9	5.1	3.9	1.6	1.9	4.9
0.2	—	—	—	0.3	0.8	1.5	0.8	—	2.6	0.6
3.0	—	0.2	0.5	3.7	2.0	1.5	2.4	—	3.4	3.1
0.3	—	—	—	0.4	1.3	2.4	8.4	2.7	2.5	2.2
0.1	—	—	—	0.3	0.6	0.9	1.0	—	1.6	0.2
—	—	—	—	—	—	—	0.2	—	—	—
0.1	—	—	0.2	0.2	0.5	16.6	3.5	0.6	0.9	6.2
0.2	—	—	0.2	0.1	0.5	0.4	0.3	—	4.1	0.4
0.4	—	—	0.3	—	—	0.4	0.3	—	5.3	0.9
—	—	—	—	0.1	0.1	—	—	—	1.8	—
0.2	—	—	—	0.4	0.6	1.3	1.0	—	3.8	0.5
—	—	—	—	—	—	—	—	—	—	—

the sample enquiries.

Table 16. All men: sick pay cover

	All amounts of sick pay	Amount of sick pay at					
		"Full wages"			50% of wages or more but less than full		
		Without deduction	Less N.I. benefit	Less some deduction according to scale operated by employer	Without deduction	Less N.I. benefit	Less some deduction according to scale operated by employer
B. ALL OCCUPATIONS ... ..	56.6	7.0	32.1	0.5	0.8	1.0	—
I Farmers, foresters, fishermen ... ..	38.8	3.8	29.8	0.1	0.7	0.1	—
II Miners and quarrymen ... ..	95.5	0.2	10.4	—	—	—	—
III Gas, coke and chemicals makers ... ..	72.8	2.5	45.5	1.6	3.0	2.6	—
IV Glass and ceramics makers ... ..	39.3	1.6	7.9	—	1.0	0.6	—
V Furnace, forge, foundry, rolling mill workers ... ..	25.2	3.2	6.3	0.1	0.4	0.1	—
VI Electrical and electronic workers ... ..	58.6	5.0	37.4	0.7	1.1	1.0	—
VII Engineering and allied trades workers n.e.c. ... ..	39.4	3.9	16.6	0.4	1.0	0.8	0.1
VIII Woodworkers ... ..	30.0	3.0	16.8	0.1	0.7	0.4	0.1
IX Leather workers ... ..	26.0	3.0	13.7	—	0.3	—	—
X Textile workers ... ..	22.2	4.6	10.7	0.5	0.7	0.1	—
XI Clothing workers ... ..	30.0	2.7	20.2	—	0.6	0.3	—
XII Food, drink and tobacco workers ... ..	65.2	6.4	39.9	1.2	2.4	5.0	0.3
XIII Paper and printing workers ... ..	50.2	5.2	15.7	0.8	3.4	1.3	0.2
XIV Makers of other products ... ..	44.3	5.7	19.6	0.5	2.1	0.9	—
XV Construction workers ... ..	35.8	2.4	27.2	0.2	0.6	0.3	—
XVI Painters and decorators ... ..	33.8	2.4	23.0	—	0.7	0.8	—
XVII Drivers of stationary engines, cranes, etc. ... ..	54.0	1.7	24.4	0.6	1.1	1.0	—
XVIII Labourers n.e.c. ... ..	42.2	2.0	23.4	0.3	0.7	1.1	0.1
XIX Transport and communications workers ... ..	61.2	4.9	23.6	0.7	0.6	4.6	—
XX Warehousemen, storekeepers, packers, bottlers ... ..	60.4	7.8	36.8	0.8	2.0	1.2	—
XXI Clerical workers ... ..	88.4	19.5	61.0	0.8	0.3	0.6	—
XXII Sales workers ... ..	78.1	13.6	55.2	0.8	0.9	0.1	—
XXIII Service, sport and recreation workers ... ..	71.1	8.8	55.2	0.1	0.5	0.5	—
XXIV Administrators and managers ... ..	87.2	25.4	53.1	0.8	0.2	0.3	—
XXV Professional, technical workers, artists ... ..	91.8	15.6	71.1	0.9	0.2	0.1	—

(a) On the basis of both

## commencement of payment

Less than 50% of wages			Flat rate of						Amount at employer's discretion	Amount not stated or not otherwise classified
Without deduction	Less N.I. benefit	Less some deduction according to scale operated by employer	£8 or more	£5 or more but less than £8	£3 or more but less than £5	£2 or more but less than £3	£1 or more but less than £2	Less than £1		
0.3	—	—	0.1	0.5	1.3	2.7	6.5	0.4	1.9	1.3
0.1	—	—	0.1	0.2	0.2	0.5	0.5	0.1	2.4	0.2
—	—	—	—	—	0.1	—	84.5	—	—	0.2
1.4	—	—	0.6	0.8	2.8	1.7	4.9	1.4	1.8	2.3
—	—	—	—	0.3	7.9	5.1	3.8	2.2	2.9	6.1
0.1	—	0.1	—	0.9	2.5	2.6	6.2	0.7	0.7	1.4
0.2	—	—	—	0.9	2.4	2.7	3.9	0.8	1.2	1.3
0.4	—	0.1	0.1	1.2	3.1	4.1	4.0	1.0	0.9	1.8
0.3	—	—	—	0.4	0.9	2.0	2.0	0.4	1.7	1.1
—	—	—	0.2	—	0.6	0.3	2.5	1.7	2.4	1.3
0.1	—	—	—	—	0.8	0.2	1.6	1.2	0.9	0.7
—	—	—	0.3	—	0.6	1.7	0.6	0.3	1.6	0.9
1.5	0.3	—	0.2	0.1	1.7	1.9	0.6	—	3.3	0.5
3.7	—	—	0.8	3.9	2.7	2.6	2.6	—	3.1	4.0
0.1	—	—	—	1.4	1.3	2.1	5.6	1.6	1.6	1.8
0.1	—	—	—	0.1	0.5	0.9	1.4	0.2	1.4	0.6
0.2	—	—	—	0.8	1.0	2.0	1.6	0.2	0.2	0.9
0.7	—	0.1	0.1	0.7	2.1	2.7	15.3	0.5	0.7	2.5
0.6	0.1	—	0.1	0.3	1.2	2.9	6.4	0.5	0.8	1.8
0.5	—	—	0.1	0.3	1.0	12.3	6.8	0.6	1.5	3.7
0.6	—	0.1	0.1	0.8	2.4	1.7	3.3	0.6	2.2	0.8
—	—	—	0.1	0.1	0.3	0.8	0.5	—	3.6	0.7
0.2	—	—	0.4	0.1	0.3	0.5	0.1	—	5.0	0.8
0.1	—	—	—	0.3	0.4	0.8	1.9	0.2	1.8	0.5
—	—	—	—	0.1	0.1	0.1	0.1	—	6.5	0.6
—	—	—	—	0.1	0.1	0.1	0.2	—	3.0	0.4

the sample enquiries.

Table 17. Men in each industry and occupation who were said to be covered by

*Half per*

	Number of men	Amount of sick pay at					
		"Full wages"			50% of wages or more but less than full		
		Without deduction	Less N.I. benefit	Less some deduction according to scale operated by employer	Without deduction	Less N.I. benefit	Less some deduction according to scale operated by employer
A. ALL INDUSTRIES ... ..	33,646	12.4	56.8	0.9	1.4	1.8	—
I Agriculture, forestry, fishing ...	465	9.7	75.7	0.2	1.8	0.2	—
II Mining and quarrying ... ..	3,277	0.4	14.4	—	0.2	—	—
III Food, drink and tobacco ... ..	1,451	11.2	47.3	2.2	5.7	11.1	0.7
IV Chemicals and allied industries ...	1,514	8.8	65.4	1.8	3.0	3.7	—
V Metal manufacture ... ..	653	29.1	38.6	1.1	0.8	0.5	—
VI Engineering and electrical goods ...	2,870	19.5	54.2	1.7	2.2	0.8	0.1
VII Shipbuilding and marine engineering	252	10.3	62.1	0.8	1.6	0.8	—
VIII Vehicles ... ..	1,651	21.7	21.8	2.3	0.7	0.1	—
IX Metal goods not elsewhere specified	430	19.9	40.9	0.2	2.7	3.0	—
X Textiles ... ..	591	23.7	55.9	0.8	1.4	1.0	—
XI Leather, leather goods and fur ...	46	22.8	42.4	—	2.2	—	—
XII Clothing and footwear ... ..	190	15.3	62.4	—	—	—	—
XIII Bricks, pottery, glass, cement, etc....	519	10.7	28.1	1.3	2.5	1.3	—
XIV Timber, furniture, etc. ... ..	217	19.5	50.8	0.7	4.8	—	—
XV Paper, printing and publishing ...	957	16.7	40.3	1.7	4.7	2.1	0.1
XVI Other manufacturing industries ...	386	11.9	42.6	—	3.2	0.6	—
XVII Construction ... ..	1,546	10.1	70.3	0.2	1.0	0.2	—
XVIII Gas, electricity and water ... ..	1,473	0.3	99.4	0.1	0.1	—	—
XIX Transport and communication ...	3,429	7.8	33.5	1.3	0.7	8.0	0.1
XX Distributive trades ... ..	3,751	15.9	72.9	1.1	1.2	0.2	—
XXI Insurance, banking and finance ...	1,110	42.3	48.6	0.1	0.2	—	—
XXII Professional and scientific services...	2,583	8.2	89.5	0.1	0.1	—	—
XXIII Miscellaneous services ... ..	1,715	17.6	63.2	0.6	3.3	0.7	—
XXIV Public administration and defence...	2,569	4.0	96.0	—	—	—	—

cent sample

## commencement of payment

Less than 50% of wages			Flat rate of						Amount at employer's discretion	Amount not stated or not otherwise classified
Without deduction	Less N.I. benefit	Less some deduction according to scale operated by employer	£8 or more	£5 or more but less than £8	£3 or more but less than £5	£2 or more but less than £3	£1 or more but less than £2	Less than £1		
Per cent										
0.6	—	—	0.2	0.9	2.3	4.7	11.5	0.8	3.4	2.4
0.4	—	—	0.2	0.3	0.6	1.3	0.6	—	8.2	0.6
0.1	—	—	—	—	0.1	0.3	86.1	—	0.3	0.2
5.6	0.4	0.3	0.4	0.4	4.0	3.1	1.8	0.4	4.3	1.1
1.4	—	—	0.3	0.3	2.0	2.0	5.4	1.8	2.2	2.0
—	—	—	0.2	0.7	4.7	5.0	8.4	2.5	5.1	3.1
0.3	0.1	0.2	0.2	1.1	5.4	3.0	3.3	1.0	4.1	2.7
—	—	—	—	0.4	2.6	9.5	3.6	0.3	3.8	3.8
—	—	—	0.1	6.8	13.2	16.4	4.9	4.2	2.5	5.3
0.7	0.3	—	—	3.8	4.9	4.9	4.9	1.7	4.4	7.6
0.7	—	—	0.2	—	1.9	0.6	3.6	3.5	4.8	2.1
—	—	—	—	—	2.2	2.2	9.8	4.3	12.0	2.2
—	—	—	0.5	—	—	1.6	3.9	3.4	9.5	3.4
—	—	—	0.2	0.5	15.8	11.5	9.0	3.6	4.4	11.1
0.7	—	—	—	1.1	2.8	5.3	3.0	—	9.2	2.1
5.2	—	0.4	0.9	6.4	3.4	2.7	4.2	—	5.9	5.3
0.5	—	—	—	0.9	3.0	4.9	17.2	5.6	5.1	4.4
0.2	—	—	0.1	1.0	2.3	3.6	3.8	0.1	6.2	0.9
—	—	—	—	—	—	—	0.2	—	—	—
0.1	—	—	0.3	0.3	0.7	23.9	12.2	0.9	1.3	9.0
0.3	—	—	0.2	0.2	0.4	0.6	0.4	—	5.9	0.5
0.5	—	—	0.4	—	—	0.5	0.4	—	6.1	1.0
—	—	—	—	0.1	0.1	—	—	—	1.9	—
0.3	0.1	—	—	0.7	1.1	2.4	1.9	—	7.2	0.9
—	—	—	—	—	—	—	—	—	—	—

Table 17. Men covered by sick pay

	Number of men	Amount of sick pay at					
		"Full wages"			50% of wages or more but less than full		
		Without deduction	Less N.I. benefit	Less some deduction according to scale operated by employer	Without deduction	Less N.I. benefit	Less some deduction according to scale operated by employer
R. ALL OCCUPATIONS ... ..	33,646	12.4	56.8	0.9	1.4	1.8	—
I Farmers, foresters, fishermen ...	723	9.8	76.7	0.1	1.9	0.3	—
II Miners and quarrymen ... ..	2,275	0.2	10.9	—	—	—	—
III Gas, coke and chemicals makers ...	428	3.4	62.5	2.2	4.1	3.5	—
IV Glass and ceramics makers ... ..	135	4.1	20.0	—	2.6	1.5	—
V Furnace, forge, foundry, rolling mill workers ... ..	287	12.6	25.0	0.3	1.4	0.3	—
VI Electrical and electronic workers ...	863	8.5	63.9	1.2	1.8	1.6	—
VII Engineering and allied trades workers n.e.c. ... ..	3,879	10.0	42.0	1.1	2.6	2.1	0.1
VIII Woodworkers ... ..	301	9.9	56.0	0.5	2.2	1.3	0.2
IX Leather workers ... ..	82	11.6	52.4	—	1.2	—	—
X Textile workers ... ..	199	20.9	48.4	2.3	3.3	0.5	—
XI Clothing workers ... ..	95	8.9	67.4	—	2.1	1.1	—
XII Food, drink and tobacco workers ...	671	9.8	61.2	1.8	3.7	7.6	0.4
XIII Paper and printing workers ... ..	423	10.4	31.4	1.7	6.7	2.6	0.5
XIV Makers of other products ... ..	352	12.8	44.2	1.1	4.7	2.0	—
XV Construction workers ... ..	795	6.7	76.0	0.5	1.6	0.8	—
XVI Painters and decorators ... ..	417	7.0	68.1	—	2.0	2.4	—
XVII Drivers of stationary engines, cranes, etc. ... ..	813	3.1	45.2	1.1	2.1	1.9	—
XVIII Labourers n.e.c. ... ..	2,314	4.7	55.5	0.8	1.6	2.6	0.1
XIX Transport and communications workers ... ..	3,073	8.0	38.5	1.1	1.0	7.5	0.1
XX Warehousemen, stockkeepers, packers, bottlers ... ..	1,638	12.7	59.9	1.3	3.3	2.0	—
XXI Clerical workers ... ..	3,941	22.0	69.1	0.9	0.4	0.6	—
XXII Sales workers ... ..	2,665	17.5	70.7	1.0	1.1	0.2	—
XXIII Service, sport and recreation workers	1,857	12.4	77.6	0.2	0.8	0.8	—
XXIV Administrators and managers ... ..	1,501	20.2	60.9	0.9	0.3	0.3	—
XXV Professional, technical workers, artists ... ..	3,915	17.0	77.4	1.0	0.2	0.1	—

## commencement of payment

Less than 50% of wages			Flat rate of						Amount at employer's discretion	Amount not stated or not otherwise classified
Without deduction	Less N.L. benefit	Less some deduction according to scale operated by employer	£8 or more	£5 or more but less than £8	£3 or more but less than £5	£2 or more but less than £3	£1 or more but less than £2	Less than £1		
Per cent										
0.6	—	—	0.2	0.9	2.3	4.7	11.5	0.8	3.4	2.4
0.3	—	—	0.1	0.4	0.6	1.3	1.4	0.3	6.2	0.6
—	—	—	—	—	0.1	—	38.5	—	—	0.2
2.0	—	—	0.8	1.1	3.9	2.3	6.8	1.9	2.5	3.2
—	—	—	—	0.7	20.0	13.0	9.6	5.6	7.4	15.6
0.3	—	0.3	—	3.7	9.8	10.3	24.6	2.6	3.0	5.8
0.3	—	—	—	1.6	4.2	4.7	6.7	1.4	2.0	2.2
1.0	—	0.2	0.2	2.9	8.0	10.3	10.1	2.5	2.4	4.5
0.9	—	—	—	1.3	3.1	6.8	6.8	1.5	5.8	3.8
—	—	—	0.6	—	2.4	1.2	9.8	6.7	9.1	4.9
0.5	—	—	—	—	3.5	1.0	7.1	5.5	4.0	3.0
—	—	—	1.1	—	2.1	5.8	2.1	1.1	5.3	3.2
2.3	0.4	—	0.3	0.1	2.5	2.9	1.0	—	5.1	0.8
7.3	—	—	1.7	7.8	5.3	5.2	5.1	—	6.3	8.0
0.3	—	—	—	3.3	3.0	4.8	12.6	3.6	3.6	4.1
0.3	—	—	—	0.3	1.4	2.6	3.9	0.4	3.9	1.6
0.7	—	—	—	2.4	3.0	5.9	4.8	0.5	0.7	2.5
1.2	—	0.1	0.1	1.3	3.8	4.9	28.3	0.9	1.2	4.6
1.5	0.2	—	0.2	0.7	2.8	6.8	15.2	1.1	1.9	4.3
0.8	—	0.1	0.2	0.6	1.7	20.0	11.1	1.0	2.4	6.0
0.9	0.1	0.2	0.1	1.3	4.0	2.8	5.4	1.0	3.5	1.4
—	—	—	0.1	0.1	0.3	0.9	0.6	—	4.1	0.8
0.3	—	—	0.5	0.2	0.4	0.6	0.2	—	6.4	1.0
0.2	—	—	—	0.4	0.6	1.2	2.6	0.2	2.5	0.7
—	—	—	—	0.1	0.1	0.1	0.1	—	7.4	0.7
—	—	—	—	0.1	0.1	0.2	0.2	0.1	3.3	0.4

Table 18.

Estimated (a) proportion of women in each industry and occupation who were covered by sick pay schemes with specified amounts of sick pay at the commencement of payment

WOMEN

Per cent

	All amounts of sick pay	Amount of sick pay at commencement of payment								Amount at employer's discretion	Amount not stated or not otherwise classified
		"Full wages"		50% of wages or more but less than full		Less than 50% of wages		Flat rate of			
		Without deduction	Less N.I. benefit (£)	Without deduction	Less N.I. benefit (£)	Without deduction	Less N.I. benefit (£)	£1 or more but less than £2	Less than £1		
A. ALL INDUSTRIES	...	7.9	44.8	0.7	0.8	0.3	—	0.8	0.3	2.6	0.6
III Food, drink and tobacco	...	6.7	30.7	3.1	9.1	1.8	—	1.4	0.8	5.4	1.1
IV Chemicals and allied industries	...	7.6	63.2	3.2	1.8	0.5	—	2.8	0.5	0.5	0.9
VI Engineering and electrical goods	...	9.0	34.0	0.6	0.1	0.3	0.1	1.6	—	2.0	1.1
X Textiles	...	3.5	8.7	0.4	1.0	0.1	—	0.7	1.0	1.1	0.1
XII Clothing and footwear	...	3.1	8.5	0.3	0.2	—	—	0.3	1.0	3.0	0.6
XV Paper, printing and publishing	...	6.1	25.2	3.8	0.6	2.7	—	2.1	0.3	3.7	1.4
XIX Transport and communication	...	4.7	47.3	—	8.2	—	—	1.9	—	3.3	1.9
XX Durable goods	...	8.4	58.3	0.4	0.1	0.1	—	0.5	—	3.1	0.6
XXI Insurance, banking and finance	...	38.4	43.0	0.3	—	—	—	0.3	—	3.7	0.3
XXII Professional and scientific services	...	6.0	81.8	—	—	—	—	0.1	—	3.4	0.1
XXIII Miscellaneous services	...	8.0	31.0	0.4	0.1	0.4	—	0.2	—	4.2	0.4
XXIV Public administration and defence	...	1.6	90.5	—	—	—	—	—	—	—	—
B. ALL OCCUPATIONS	...	7.9	44.8	0.7	0.8	0.3	—	0.8	0.3	2.6	0.6
XIX Transport and communications workers	...	11.3	34.0	—	10.0	—	—	9.2	—	0.4	1.7
XX Warehousemen, storekeepers, packers, bottlers	...	3.2	23.3	4.0	4.2	1.6	—	3.1	1.0	2.5	0.5
XXI Clerical workers	...	17.8	62.0	0.2	0.5	0.2	—	0.2	—	3.9	0.4
XXII Sales workers	...	7.0	57.3	0.2	0.1	—	—	0.7	—	3.3	0.8
XXIII Service, sport and recreation workers	...	5.1	43.1	0.8	0.7	0.1	—	0.4	—	2.5	0.6
XXV Professional, technical workers, artists	...	4.2	86.5	—	—	—	—	0.1	—	1.6	0.2

(a) On the basis of both the sample enquiries.

(b) or, in a few cases, some other deduction according to scale operated by employer.

Table 19. Women in each industry and occupation who were said to be covered by sick pay schemes, analysed by amount of sick pay at commencement of payment

WOMEN

Per cent

Quarter per cent sample

	Number of women	Amount of sick pay at commencement of payment								Amount at employer's discretion	Amount not stated or not otherwise classified	
		"Full wages"		50% of wages or more but less than full		Less than 50% of wages		Flat rate of				
		Without deduction	Less N.I. benefit (a)	Without deduction	Less N.I. benefit (a)	Without deduction	Less N.I. benefit (a)	£1 or more but less than £2	Less than £1			
A. ALL INDUSTRIES	5,405	13.3	75.3	1.1	1.3	0.5	—	1.2	1.3	0.5	4.4	1.0
III Food, drink and tobacco	231	10.6	48.9	5.0	14.5	2.8	—	4.3	2.2	1.3	8.7	1.7
IV Chemicals and allied industries	181	9.1	75.5	3.9	2.2	0.6	—	3.3	3.3	0.6	0.6	1.1
VI Engineering and electrical goods	349	18.2	68.4	1.3	0.3	0.6	0.1	3.1	1.9	—	4.0	2.1
X Textiles	123	20.3	50.0	2.4	5.7	0.4	—	4.1	4.1	5.7	6.5	0.8
XII Clothing and footwear	101	17.9	48.8	2.0	1.0	—	—	1.5	2.0	6.0	17.4	3.5
XV Paper, printing and publishing	171	12.6	52.5	7.9	1.2	5.6	—	4.4	4.7	0.6	7.6	2.9
XIX Transport and communication	154	6.5	63.6	—	11.4	—	—	2.6	6.8	—	4.5	2.6
XX Distributive trades	1,164	11.8	81.4	0.5	0.1	0.2	—	0.7	0.2	—	4.3	0.9
XXI Insurance, banking and finance	313	43.7	51.2	0.3	—	—	—	0.3	—	—	4.2	0.3
XXII Professional and technical services	1,415	6.7	91.6	—	—	—	—	0.1	—	—	1.6	0.1
XXIII Miscellaneous services	452	17.7	69.0	1.0	0.2	1.0	—	0.6	—	—	9.4	1.0
XXIV Public administration and defence	207	1.7	98.3	—	—	—	—	—	—	—	—	—
B. ALL OCCUPATIONS	5,405	13.3	75.3	1.1	1.3	0.5	—	1.2	1.3	0.5	4.4	1.0
XIX Transport and communications workers	77	16.8	50.3	—	14.8	—	—	1.3	13.5	—	0.6	2.6
XX Warehousemen, stockkeepers, packers, bottlers	189	6.9	49.5	8.5	9.0	3.4	—	7.7	6.6	2.1	5.3	1.1
XXI Chemical workers	2,251	20.9	72.6	0.3	0.6	0.2	—	0.2	0.1	—	4.6	0.5
XXII Sales workers	679	10.1	82.3	0.3	0.1	—	—	1.0	0.3	—	4.8	1.1
XXIII Service, sport and recreation workers	618	9.5	80.3	1.5	1.3	0.2	—	0.7	0.9	—	4.7	1.1
XXV Professional, technical workers, artists	1,059	4.5	93.4	—	—	—	—	0.1	—	—	1.7	0.2

(a) or, in a few cases, some other deduction according to scale operated by employer.



NUMBERS  
IN THE SAMPLE

Tables 20 to 22

Table 20. Men in the sample in each industry, occupation, social class and area, analysed by sick pay cover and age

MEN

		Five per cent sample		Age at 31st December, 1961							Number
		All ages	Up to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 to 63			
A.	ALL INDUSTRIES	620457	110705	134490	138943	136415	61585	38319			
	S.P.	351063	57261	73629	80759	82863	38144	23407			
	Other	269394	53444	60861	58184	53552	23441	14912			
I	Agriculture, forestry, fishing	18638	4644	4082	3555	3564	1785	1058			
	S.P.	5430	1150	1126	1113	1120	585	336			
	Other	13258	3494	2956	2442	2444	1200	722			
II	Mining and quarrying	33880	4690	5911	8098	8378	4116	2687			
	S.P.	31720	4381	5647	7602	7835	3899	2556			
	Other	2160	309	464	496	543	217	131			
III	Food, drink and tobacco	19790	3414	4485	4453	4297	1979	1160			
	S.P.	14515	2052	3291	3419	3303	1548	902			
	Other	5275	1362	1194	1036	994	431	258			
IV	Chemicals and allied industries	17934	2101	4177	4550	4174	1733	1099			
	S.P.	15015	1655	3535	3880	3561	1487	917			
	Other	2919	446	642	670	613	246	182			
V	Metal manufacture	25986	3883	5495	6392	6016	2572	1528			
	S.P.	19266	2937	4104	4726	4546	1666	408			
	Other	6720	1946	3191	3866	1470	906	120			
VI	Engineering and electrical goods	71071	13287	16698	17716	13829	6013	3728			
	S.P.	31105	4527	7729	8274	6328	2657	1580			
	Other	39966	8760	8969	9442	7501	3356	2148			
VII	Shipbuilding and marine engineering	10088	2080	1768	2108	2061	1290	801			
	S.P.	3344	619	552	680	735	478	270			
	Other	6744	1461	1216	1428	1326	812	531			
VIII	Vehicles	35471	4666	8024	9168	8297	3316	2000			
	S.P.	17574	1853	3934	4658	4277	1668	1034			
	Other	18097	2813	4090	4560	4020	1648	966			
IX	Metal goods not elsewhere specified	18923	3285	3446	3717	3350	1345	780			
	S.P.	5124	741	1069	1314	1218	525	257			
	Other	10799	2544	2377	2403	2132	820	523			
X	Textiles	16461	2692	2939	3478	3957	2043	1372			
	S.P.	5661	681	1029	1277	1516	729	429			
	Other	10800	2011	1910	2201	2421	1314	943			
XI	Leather, leather goods and fur	4779	288	213	312	374	172	110			
	S.P.	477	62	65	110	142	58	40			
	Other	1002	236	148	202	232	114	70			



Table 20. Men in the sample, by sick pay cover and age—cont'd.

MEN

Number

	All ages	Age at 31st December, 1961					60 to 63
		Up to 24	25 to 34	35 to 44	45 to 54	55 to 59	
<b>B. ALL OCCUPATIONS</b>	All S.P. Other	110705 32261 98464	134490 78529 60861	138943 80759 58184	136415 87863 51552	61585 38144 23441	38319 23407 14912
<b>I Farmers, foresters, fishermen</b>	All S.P. Other	4683 8141 1460	4052 1417 1526	3841 1526 1894	4412 1894 2518	2423 701 861	1562 701 861
<b>II Miners and quarrymen</b>	All S.P. Other	3203 5203 3718	2835 5906 3696	2315 5612 3572	5481 5204 277	1300 2553 115	1572 1502 70
<b>III Gas, coke, and chemicals makers</b>	All S.P. Other	121 422 228	230 845 194	240 1181 412	277 1593 382	115 493 145	70 350 101
<b>IV Glass and ceramics makers</b>	All S.P. Other	1596 3325 1385	382 720 300	1181 905 386	1289 802 338	493 305 152	249 134 61
<b>V Furnace, forge, foundry, rolling mill workers</b>	All S.P. Other	490 1693 210	420 2290 546	519 3071 788	464 2756 783	174 1169 815	73 631 442
<b>VI Electrical and electronic workers</b>	All S.P. Other	4589 2017 2532	4433 2523 1910	3515 2269 1246	2467 1715 732	934 687 247	536 385 151
<b>VII Engineering and allied trades workers a.e.o.</b>	All S.P. Other	23729 6575 15654	23529 8797 14732	25935 10622 15313	20724 9268 11456	8692 4154 4538	9025 2398 2627
<b>VIII Woodworkers</b>	All S.P. Other	4682 1340 3542	4335 1013 3522	3427 966 2661	3751 1363 2388	1604 634 757	758 314 970
<b>IX Leather workers</b>	All S.P. Other	820 184 877	536 129 820	611 450 161	737 520 217	379 271 168	266 58 58
<b>X Textile workers</b>	All S.P. Other	2492 7997 314	407 1399 307	480 1790 412	520 1917 493	271 983 220	208 686 176
<b>XI Clothing workers</b>	All S.P. Other	1078 3602 161	1092 705 178	1318 712 527	1444 801 222	763 338 131	530 218 97

XII	Food, drink and tobacco workers	...	10230	2464	1950	2011	2234	977	504
	All	...	6672	1447	1272	1380	684	684	315
	S.P.	...	3558	1917	678	631	780	283	169
	Other	...	3114	2530	594	749	104	401	146
XIII	Paper and printing workers	...	9239	2282	2223	1702	1885	782	365
	All	...	4635	932	1102	918	1050	633	200
	S.P.	...	4604	1350	1121	784	835	349	165
	Other	...	1694	1775	2076	2074	1742	679	348
XIV	Makers of other products	...	8694	1883	829	930	866	356	186
	All	...	3832	1090	1787	1444	323	162	102
	S.P.	...	4842	3459	4744	5972	876	323	186
	Other	...	22023	953	1172	1691	5561	1193	1209
XV	Construction workers	...	8029	2506	3572	3181	3169	581	628
	All	...	14394	2127	2753	2543	3163	1185	581
	S.P.	...	12596	2127	2753	2543	3163	1185	581
	Other	...	4258	582	750	813	1261	276	276
XVI	Printers and decorators	...	8338	1545	1983	1730	1902	767	411
	All	...	16354	1322	2906	3890	4426	2290	1520
	S.P.	...	8138	558	1245	1969	2555	1459	1052
	Other	...	7516	764	1661	1921	1871	831	468
XVII	Drivers of stationary engines, cranes, etc.	...	95370	9726	10076	8928	12605	7212	5523
	All	...	23768	2812	3793	4276	6119	3827	2941
	S.P.	...	33602	6914	6883	6352	3385	3385	2582
	Other	...	51388	6930	12370	12085	6466	3400	3400
XIX	Transport and communications workers	...	32629	3815	6860	7811	7769	4984	2611
	All	...	20659	3115	5530	5174	4390	1621	849
	S.P.	...	24736	3865	4208	4902	6152	3307	2302
	Other	...	15187	2125	2357	3125	3927	2067	1386
XX	Warehousemen, storekeepers, packers, bottlers	...	9549	1740	1651	1777	2225	1240	916
	All	...	46781	9612	10181	9935	9417	4158	3178
	S.P.	...	41541	8469	9170	9003	8411	3883	2625
	Other	...	5440	1163	1011	932	1006	575	753
XXII	Sales workers	...	34014	6225	8342	8423	8285	3121	1638
	All	...	28114	4576	6634	6730	6537	2426	1331
	S.P.	...	7900	1649	1708	1693	1728	693	427
	Other	...	26004	3756	4927	5133	6454	3265	2409
XXIII	Service, sport and recreation workers	...	18496	2164	3686	3851	4824	2339	1634
	All	...	7566	1292	1291	1282	1640	926	775
	S.P.	...	18247	541	2634	5284	5936	2454	1348
	Other	...	15940	437	2336	4633	5218	2143	1143
XXIV	Administrators and managers	...	2337	104	348	651	718	311	205
	All	...	43905	7510	13463	10313	8086	2717	1656
	S.P.	...	39937	6489	12451	9706	7407	2502	1292
	Other	...	3568	1021	1012	607	539	225	164
XXV	Professional, technical workers, artists	...	369	135	66	54	71	24	19
	All	...	323	43	21	18	25	9	7
	S.P.	...	246	92	45	36	46	15	12
	Other	...	14692	3052	3579	3042	2679	1165	645
—	Inadequately described occupations	...	...	...	...	...	...	...	...
—	Occupation not stated	...	...	...	...	...	...	...	...

Table 20. Men in the sample, by sick pay cover and age—cont'd.

MEN

Number

	All ages	Age at 31st December, 1961					
		Up to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 to 63
C. ALL SOCIAL CLASSES	All	110705	134490	138943	136415	61585	38319
	S.P.	52261	71629	80759	82863	38144	23407
	Other	58444	62861	58184	53552	23441	14912
I and II Professional, etc., and intermediate occupations	All	6917	15722	17659	17806	6731	3664
	S.P.	5780	13970	15759	15800	5906	3110
	Other	1137	1752	1910	2006	827	554
III Skilled occupations	All	64182	76641	78263	70942	30068	17487
	S.P.	31869	42759	45304	43064	18967	10834
	Other	32313	33902	32939	27878	11101	6603
IV Partly skilled occupations	All	24012	26660	28147	31228	15760	10512
	S.P.	10146	12758	14658	17568	9284	6285
	Other	13866	13905	13489	13660	6476	4227
V Unskilled occupations	All	11877	11822	11568	13689	7835	5952
	S.P.	3823	4144	4520	6406	5978	3121
	Other	8054	7678	7068	7283	5857	2871
— Inadequately described occupations	All	135	66	54	71	24	19
	S.P.	43	21	18	25	9	7
	Other	92	45	36	46	15	12
— Occupation not stated	All	3582	3579	3042	2679	1165	645
D. GREAT BRITAIN	All	110705	134490	138943	136415	61585	38319
	S.P.	52261	71629	80759	82863	38144	23407
	Other	58444	62861	58184	53552	23441	14912
England	All	91018	114285	118626	116823	52760	32869
	S.P.	44357	63192	69319	71096	32787	20112
	Other	46661	51093	49305	45727	19973	12757
Northern England	All	227516	62220	65403	62416	28971	17670
	S.P.	22552	32045	35457	35596	16474	10255
	Other	20666	30175	29946	26820	11597	7415
Northern Region	All	7281	9127	9613	8679	3852	2459
	S.P.	3457	4946	5578	5193	2433	1572
	Other	3824	4181	4035	3286	1419	887

East and West Riding Region	...	...	54321	9516	11590	12394	11955	5340	3552
S.P.	...	...	29116	4233	6045	6842	6851	3174	2085
Other	...	...	24011	5277	5545	5557	5034	2166	1467
North Midland Region	...	...	46301	8331	9823	10754	9992	4566	2835
S.P.	...	...	24690	3649	5044	5723	5723	2734	1711
Other	...	...	21611	4632	4779	4925	4769	1132	1124
Midland Region	...	...	21611	11970	14049	14406	13671	5832	3571
S.P.	...	...	28656	4703	6986	6770	6830	3068	1879
Other	...	...	31802	7263	7663	7635	6781	2764	1602
North Western Region...	...	...	32507	14726	17611	18217	18199	8481	5253
S.P.	...	...	45194	6516	9804	10438	10719	4063	3008
Other	...	...	37163	8216	9007	7799	7480	3416	2245
Southern England...	...	...	240781	41200	52065	53221	54407	24689	15199
S.P.	...	...	148684	21806	31147	33862	35500	16313	9857
Other	...	...	92297	19395	20918	19159	18907	8376	5342
Eastern Region...	...	...	43359	7237	9660	10343	9578	4123	2528
S.P.	...	...	24843	3563	5710	6395	6072	1526	1506
Other	...	...	17516	3664	3940	3863	3506	1546	1002
London and South Eastern Region	...	...	132031	22461	28439	28378	30138	13984	8421
S.P.	...	...	83936	12455	17605	18321	20354	9452	5651
Other	...	...	48073	10066	11004	9857	9184	4532	2770
Southern Region	...	...	30056	5135	6469	6738	6766	3020	1899
S.P.	...	...	18215	2670	3825	4190	4293	2005	1232
Other	...	...	11841	2465	2664	2548	2473	1024	667
South Western Region...	...	...	35355	6377	7287	7862	7925	3353	2151
S.P.	...	...	20488	3117	4007	4756	4881	2279	1448
Other	...	...	14867	3260	3280	3106	3044	1274	903
Scotland	...	...	61290	12201	13764	13204	12867	5725	3549
S.P.	...	...	32471	5247	6947	7328	7560	2060	2060
Other	...	...	28819	6954	6797	5876	5307	2396	1489
Wales	...	...	30598	5464	6431	7095	6712	3696	1900
S.P.	...	...	17700	2682	3482	4105	4196	2028	1235
Other	...	...	12993	2812	2949	2990	2514	1968	663
Address not known	...	...	50	22	30	20	13	4	1
S.P.	...	...	29	5	8	7	9	—	—
Other	...	...	61	17	22	13	4	4	1

Table 21. Married women in the sample in each industry, occupation, social class and area, analysed by sick pay cover and age

Two and a half per cent sample		Age at 31st December, 1961					Number
		All ages	Up to 24	25 to 34	35 to 44	45 to 54	55 to 58
A. ALL INDUSTRIES	...	25727	6990	5642	4011	6353	2791
	S.P.	11519	3750	3233	1981	3151	1404
	Other	12208	3180	2409	2030	3202	1387
I Agriculture, forestry, fishing	...	175	50	30	39	44	12
	S.P.	51	18	10	10	10	3
	Other	124	32	20	29	34	9
II Mining and quarrying	...	200	38	56	40	49	17
	S.P.	195	38	53	40	47	17
	Other	5	—	3	—	2	—
III Food, drink and tobacco	...	1067	320	226	172	237	112
	S.P.	631	196	150	90	134	61
	Other	436	124	76	82	103	51
IV Chemicals and allied industries	...	543	200	122	74	108	39
	S.P.	443	173	104	59	76	31
	Other	100	27	18	15	32	8
V Metal manufacture	...	244	77	51	34	62	20
	S.P.	109	43	32	15	14	5
	Other	135	34	19	19	48	15
VI Engineering and electrical goods	...	2406	784	589	386	472	175
	S.P.	1060	372	284	168	181	75
	Other	1346	412	305	218	291	100
VII Shipbuilding and marine engineering	...	38	9	11	—	10	8
	S.P.	22	7	9	—	3	3
	Other	16	2	2	—	7	5
VIII Vehicles	...	537	145	116	92	146	38
	S.P.	263	89	66	35	57	16
	Other	274	56	50	57	89	22
IX Metal goods not elsewhere specified	...	785	209	158	153	192	73
	S.P.	220	67	41	39	56	17
	Other	565	142	117	114	136	56
X Textiles	...	2540	551	420	429	784	356
	S.P.	359	100	65	42	96	36
	Other	2201	451	355	387	688	320
XI Leather, leather goods and fur	...	116	31	26	19	29	11
	S.P.	34	7	4	4	6	3
	Other	92	24	22	15	23	8

XII	Clothing and footwear	...	...	All S.P.	1741 287 94	596	377	254	364	180
XIII	Bricks, pottery, glass, cement, etc.	...	...	Other All S.P.	1454 462 101	462 101 38	316 102 31	42 69 25	59 134 35	31 41 9
XIV	Timber, furniture, etc.	...	...	Other All S.P.	347 224 65	63 64 23	49 35 17	64 40 10	49 9 9	32 16 6
XV	Paper, printing and publishing	...	...	Other All S.P.	139 805 335	41 281 123	36 182 84	30 111 39	12 171 67	12 60 38
XVI	Other manufacturing industries	...	...	Other All S.P.	470 468 173	158 140 54	158 105 48	104 83 26	104 93 29	38 47 16
XVII	Construction	...	...	Other All S.P.	295 273 190	86 90 68	57 72 43	57 28 17	64 61 43	31 22 12
XVIII	Gas, electricity and water	...	...	Other All S.P.	43 151 145	22 49 47	22 34 30	11 18 18	12 16 36	10 14 14
XIX	Transport and communication	...	...	Other All S.P.	6 747 516	2 155 109	4 194 139	— 169 112	— 173 117	— 56 39
XX	Distributive trades	...	...	Other All S.P.	23 3884 2640	46 1230 850	55 814 597	57 380 359	56 863 567	17 380 218
XXI	Insurance, banking and finance	...	...	Other All S.P.	1254 457 486	370 243 209	238 243 146	208 51 44	296 92 62	142 54 35
XXII	Professional and scientific services	...	...	Other All S.P.	121 3708 3328	34 713 630	31 922 831	7 543 400	30 1029 927	19 501 490
XXIII	Miscellaneous services	...	...	Other All S.P.	380 2777 1211	83 563 285	51 906 255	53 431 179	51 824 358	51 405 174
XXIV	Public administration and defence	...	...	Other All S.P.	1516 692 632	294 136 126	249 134 124	252 120 108	486 201 181	251 101 91
—	Not known or not classifiable	...	...	Other All S.P.	24 24 2	8 8 1	10 6 —	12 1 1	20 5 4	10 4 —
—	Employees exchanging own cards with no stamp for 3rd June, 1961	...	...	Other All S.P.	44 44 2	17 17 1	8 8 1	9 9 —	6 — 6	4 — 4
—	Registered as unemployed at 3rd June, 1961	...	...	Other All	42 474	16 180	7 113	9 49	6 69	4 43

Table 21. Married women in the sample, by sick pay cover and age--cont'd.

MARRIED  
WOMEN

Number

	All ages	Age at 31st December, 1961					55 to 58
		Up to 24	25 to 34	35 to 44	45 to 54		
B. ALL OCCUPATIONS	25727	6930	5642	4011	6353	2791	
S.P.	13519	3750	3233	1981	3151	1004	
Other	12208	3180	2409	2030	3202	1387	
I Farmers, foresters, fishermen	140	38	25	31	31	15	
S.P.	37	9	8	8	7	5	
Other	103	29	17	23	24	10	
IV Glass and ceramics makers	311	59	67	63	94	28	
S.P.	42	11	9	11	8	3	
Other	269	48	58	52	86	25	
VII Engineering and allied trades workers n.e.c.	1476	347	322	298	396	115	
S.P.	316	57	72	72	90	25	
Other	1162	290	250	226	306	90	
IX Leather workers	374	102	65	63	104	40	
S.P.	40	10	10	9	7	7	
Other	331	92	55	54	97	33	
X Textile workers	1943	576	296	365	612	294	
S.P.	140	27	18	24	48	23	
Other	1803	349	278	341	564	271	
XI Clothing workers	1528	529	347	194	322	136	
S.P.	248	72	51	37	64	24	
Other	1280	457	296	157	258	112	
XII Food, drink and tobacco workers	463	120	86	76	128	53	
S.P.	227	57	45	34	66	25	
Other	236	63	41	42	62	28	
XIII Paper and printing workers	481	187	96	60	103	35	
S.P.	137	56	27	12	30	12	
Other	344	131	69	48	73	23	

	All	196	197	198	199
XIV Makers of other products ... ..	589	126	106	139	60
S.P.	149	27	32	16	40
Other	440	99	74	99	44
XVIII Laborers n.e.c. ... ..	618	115	115	183	95
All	319	30	45	75	43
S.P.	299	84	70	108	52
Other	322	122	116	108	27
XIX Transport and communications workers	345	71	77	27	23
All	100	48	45	31	4
S.P.	177	28.3	21.6	34.1	13.5
Other	1327	142	85	146	54
XX Warehousemen, stockkeepers, packers, butlers	608	179	131	195	81
All	721	141	131	195	81
S.P.	1671	1619	671	759	305
Other	4623	1264	536	606	233
XXI Clerical workers ... ..	962	255	135	153	72
All	694	496	377	514	199
S.P.	1486	338	267	327	132
Other	252	158	130	187	67
XXIII Services, sport and recreation workers ...	4056	468	657	1625	867
All	2371	253	383	989	528
S.P.	1685	215	274	636	343
Other	217	28	27	59	20
XXIV Administrators and managers ... ..	151	8	21	17	17
All	112	71	6	32	12
S.P.	39	7	6	32	12
Other	2427	765	354	518	243
XXV Professionals, technical workers, artists ...	2239	702	522	481	225
All	188	63	32	37	18
S.P.	735	160	132	171	47
Other	177	47	32	43	13
-- Other occupations ... ..	558	118	100	128	34
All	697	156	90	146	68
S.P.	237	156	90	146	68
Other	237	156	90	146	68

Table 21. Married women in the sample, by sick pay cover and age—cont'd.

MARRIED  
WOMEN

Number

	All ages	Age at 31st December, 1961				
		Up to 24	25 to 34	35 to 44	45 to 54	55 to 58
<b>C. ALL SOCIAL CLASSES</b> ... ..	25727	6930	5642	4011	6353	2791
S.P.	13519	3750	3233	1981	3151	1404
Other	12208	3180	2409	2030	3202	1387
<b>I and II Professional, etc., and intermediate occupations</b>	2943	556	826	470	753	338
S.P.	2593	507	766	405	644	291
Other	350	49	88	65	109	47
<b>III Skilled occupations...</b>	12019	4006	2882	1681	2480	1000
S.P.	7155	2572	1894	920	1252	517
Other	4864	1434	988	761	1198	483
<b>IV Partly skilled occupations</b> ... ..	8462	1972	1598	1498	2387	1007
S.P.	2026	618	530	516	891	371
Other	5536	1354	1068	982	1496	636
<b>V Unskilled occupations</b> ... ..	1580	150	176	268	612	374
S.P.	841	52	62	139	364	224
Other	739	98	114	129	248	150
<b>— Inadequately described occupations</b>	26	9	4	4	5	4
S.P.	4	1	1	1	—	1
Other	22	8	3	3	5	3
<b>— Occupation not stated</b> ... ..	697	237	156	90	146	68
<b>D. GREAT BRITAIN</b> ... ..	25727	6930	5642	4011	6353	2791
S.P.	13519	3750	3233	1981	3151	1404
Other	12208	3180	2409	2030	3202	1387
<b>England</b> ... ..	22110	5899	4700	3361	5665	2485
S.P.	11645	3262	2738	1649	2768	1228
Other	10465	2637	1962	1712	2897	1257
<b>Northern England...</b>	12403	3315	2512	1955	3207	1393
S.P.	5639	1642	1341	798	1299	559
Other	6764	1693	1171	1158	1906	834
<b>Northern Region</b> ... ..	1224	415	316	186	228	79
S.P.	695	213	193	108	135	46
Other	529	202	123	78	93	33

East and West Railings Region	All	2009	566	363	287	531	292
	S.P.	904	275	300	165	210	116
North Midland Region	Other	1135	295	163	182	321	176
	All	1754	545	549	243	434	185
Midland Region	S.P.	813	253	176	117	185	82
	Other	941	290	173	126	209	100
North Western Region	All	2525	672	546	397	661	249
	S.P.	1106	326	270	138	250	102
Southern England...	Other	1419	346	276	239	411	147
	All	4891	1139	918	843	1353	588
Eastern Region	S.P.	2121	577	502	310	519	213
	Other	2740	562	416	355	834	375
London and South Eastern Region	All	9707	2564	2188	1425	2458	1092
	S.P.	6006	1620	1397	851	1469	669
Southern Region	Other	3701	944	791	554	989	423
	All	1307	424	308	166	288	121
South Western Region...	S.P.	822	266	203	105	169	79
	Other	485	158	105	61	119	42
Wales	All	6134	1479	1384	928	1579	764
	S.P.	3819	949	880	567	944	469
Address not known	Other	2315	439	404	361	625	295
	All	1128	333	215	183	300	107
Scotland	S.P.	699	203	149	86	183	68
	Other	429	130	86	57	117	39
Other	All	1138	328	263	138	291	100
	S.P.	666	202	165	83	163	53
Other	Other	472	126	96	75	128	47
	All	2615	752	683	465	498	217
Other	S.P.	1284	343	343	218	264	116
	Other	1311	409	340	247	234	101
Other	All	1000	279	258	184	190	89
	S.P.	590	145	131	114	119	60
Other	Other	460	134	106	70	71	29
	All	2	—	1	1	—	—
	S.P.	—	—	—	—	—	—
	Other	2	—	1	1	—	—

Table 22. Single women in the sample in each industry, occupation, social class and area, analysed by sick pay cover and age

SINGLE  
WOMEN

Two and a half per cent sample

Number

	All ages	Age at 31st December, 1961					55 to 58
		Up to 24	25 to 34	35 to 44	45 to 54		
A. ALL INDUSTRIES ... ..	64050	36997	8579	6567	8291	3616	
S.P.	23564	23564	5751	4268	5143	2171	
Other	24153	14433	2828	2299	3148	1445	
I Agriculture, forestry, fishing	709	363	116	105	93	32	
S.P.	218	115	33	31	32	7	
Other	491	248	83	74	61	25	
II Mining and quarrying	176	90	29	27	21	7	
S.P.	163	85	25	26	20	7	
Other	11	5	4	1	1	—	
III Food, drink and tobacco	2569	1595	321	233	289	131	
S.P.	1008	1008	197	138	190	99	
Other	917	587	124	75	99	32	
IV Chemicals and allied industries	1443	865	202	154	163	59	
S.P.	1221	711	181	136	142	51	
Other	222	154	21	18	21	8	
V Metal manufacture	630	398	79	67	60	26	
S.P.	413	275	51	41	32	14	
Other	217	123	28	26	28	12	
VI Engineering and electrical goods	4793	2914	635	535	541	168	
S.P.	2522	1386	324	265	272	74	
Other	2271	1528	311	269	269	94	
VII Shipbuilding and marine engineering	140	81	11	14	25	9	
S.P.	114	66	10	11	20	7	
Other	26	15	1	3	5	2	
VIII Vehicles	974	558	137	108	127	44	
S.P.	618	395	79	58	64	22	
Other	356	163	58	50	63	22	
IX Metal goods not elsewhere specified	1427	838	180	174	168	67	
S.P.	334	317	61	65	68	23	
Other	893	521	119	109	100	44	
X Textiles	3621	2236	326	324	491	244	
S.P.	736	444	89	70	95	38	
Other	2885	1792	237	254	396	206	
XI Leather, leather goods and fur	199	117	31	12	14	5	
S.P.	66	21	4	5	11	5	
Other	133	96	27	7	14	9	

XII	Clothing and footwear	...	...	3814	2628	361	282	373	179
	All			410	410	68	75	87	44
	S.P.			3132	2218	295	209	286	126
XIII	Bricas, pottery, glass, cement, etc.	...	...	150	340	72	63	51	22
	All			334	148	30	24	30	9
	S.P.			316	192	42	39	21	13
XIV	Timber, furniture, etc.	...	...	416	271	41	42	41	9
	All			194	126	18	18	21	12
	S.P.			222	145	23	24	20	110
XV	Paper, printing and publishing	...	...	2229	1496	263	152	102	67
	All			1121	720	147	85	106	43
	S.P.			1108	776	116	67	106	35
XVI	Other manufacturing industries	...	...	949	587	122	93	112	15
	All			408	246	57	38	52	20
	S.P.			541	341	65	55	60	24
XVII	Construction	...	...	641	411	83	60	63	16
	All			466	288	65	45	42	8
	S.P.			175	113	18	15	21	23
XVIII	Gas, electricity and water	...	...	453	231	76	61	72	22
	All			438	215	71	59	59	1
	S.P.			15	6	5	2	1	82
XIX	Transport and communication	...	...	1682	848	313	232	208	155
	All			1245	637	229	164	155	60
	S.P.			437	211	83	68	53	22
XX	Distributive trades	...	...	12017	8134	1240	883	1100	590
	All			8759	5955	897	646	839	422
	S.P.			3278	2179	343	237	267	168
	Other			3018	2106	355	237	197	75
XXI	Insurance, banking and finance	...	...	2702	1965	321	200	157	99
	All			316	201	34	27	40	14
	S.P.			11543	4887	2200	1514	2096	864
XXII	Professional and scientific services	...	...	10253	4266	1996	1382	1883	766
	All			1250	601	204	132	215	96
	S.P.			7679	4095	1021	837	1212	604
XXIII	Miscellaneous services	...	...	3468	1865	527	318	468	218
	All			4211	2138	494	449	744	386
	S.P.			1779	743	297	292	330	127
XXIV	Public administration and defence	...	...	1662	681	271	279	292	117
	All			137	60	26	13	28	10
	S.P.			97	32	3	6	11	5
—	Not known or not classifiable	...	...	5	3	—	—	2	—
	All			52	29	3	6	9	5
	S.P.			74	44	5	9	11	5
—	Employees exchanging own cards with no stamp for 3rd June, 1961	...	...	71	42	—	—	10	—
	All			450	149	61	61	119	60
	S.P.			—	—	—	—	—	—
	Other			—	—	—	—	—	—
—	Registered as unemployed at 3rd June, 1961	...	...	—	—	—	—	—	—

SINGLE  
WOMEN

Table 22. Single women in the sample, by sick pay cover and age—cont'd.

	All ages	Age at 31st December, 1961					Number
		Up to 24	25 to 34	35 to 44	45 to 54	55 to 58	
B. ALL OCCUPATIONS	64050	36997	8579	6567	8791	3616	
S.P.	39897	22564	5751	4268	5143	2171	
Other	24153	14433	2828	2299	3148	1445	
I Farming, foresters, fisherman	503	285	75	79	52	12	
All	151	92	19	25	14	1	
S.P.	151	92	19	25	14	1	
Other	352	193	56	54	38	11	
IV Glass and ceramics makers	264	160	34	37	25	8	
All	41	25	3	6	6	1	
S.P.	41	25	3	6	6	1	
Other	223	135	31	31	19	7	
VII Engineering and allied trades workers n.e.c.	2098	1091	287	303	317	100	
All	439	195	59	76	87	22	
S.P.	1659	896	228	227	230	78	
Other	541	363	90	48	53	29	
IX Leather workers	62	30	11	9	3	3	
All	479	331	59	39	44	26	
S.P.	479	331	59	39	44	26	
Other	2298	1354	188	211	365	180	
X Textile workers	303	85	15	31	49	22	
All	2096	1269	173	180	316	158	
S.P.	3597	2190	362	267	396	182	
Other	580	277	66	62	65	65	
XI Clothing workers	3017	2113	296	205	286	117	
All	1002	608	120	107	114	53	
S.P.	513	295	62	58	62	36	
Other	489	313	58	49	52	17	
XII Food, drink and tobacco workers	1278	889	128	78	120	63	
All	449	287	56	32	41	33	
S.P.	449	287	56	32	41	33	
Other	829	602	72	46	79	30	

XIV	Mixers of other products ...	...	All S.P.	1065 171	613	135	110	113	34
			Other	283	171	34	34	34	10
XVIII	Labourers n.e.c. ...	...	All	782	802	107	76	79	34
			S.P.	756	330	107	98	146	73
			Other	256	97	31	41	58	29
XIX	Transport and communications workers...	...	All	500	233	76	57	88	46
			S.P.	1084	590	214	151	101	28
			Other	741	414	141	92	72	22
XX	Warehousemen, storekeepers, packers, butlers	...	All	2656	1568	363	243	308	154
			S.P.	1270	727	175	128	156	84
			Other	1386	861	188	115	152	70
XXI	Clerical workers ...	...	All	20606	13243	2575	1798	1779	701
			S.P.	17316	11422	2235	1590	1492	487
			Other	2780	1821	340	218	287	114
XXII	Sales workers ...	...	All	6987	4799	705	692	679	312
			S.P.	4970	3432	512	349	466	211
			Other	2017	1367	193	143	213	101
XXIII	Service, sport and recreation workers ...	...	All	8054	3091	998	1068	1935	962
			S.P.	4138	1368	568	614	1093	495
			Other	3916	1723	430	454	842	467
XXIV	Administrators and managers ...	...	All	370	99	63	68	107	33
			S.P.	521	87	55	59	92	28
			Other	49	12	8	9	15	5
XXV	Professional, technical workers, artists ...	...	All	8475	3676	1778	1100	1357	564
			S.P.	7857	3401	1680	1031	1252	513
			Other	618	275	118	69	105	51
—	Other occupations ...	...	All	1211	724	165	148	133	41
			S.P.	308	159	49	41	90	9
			Other	903	565	116	107	83	32
—	Occupation not stated ...	...	All	1715	1046	232	161	191	85

SINGLE  
WOMEN  
Number

Table 22. Single women in the sample, by sick pay cover and age—cont'd.

		All ages	Age at 31st December, 1961				
			Up to 24	25 to 34	35 to 44	45 to 54	55 to 58
C. ALL SOCIAL CLASSES	...	All	64050				
	...	S.P.	39897	8379	6567	8291	3616
	...	Other	24153	5751	4268	5143	2171
	I and II Professional, etc., and intermediate occupations	All	14433	2828	2299	3148	1445
	...	S.P.	3804	1954	1351	1857	799
	...	Other	8650	1795	1204	1548	638
	...	S.P.	339	159	147	289	161
	...	Other	23967	4678	3038	3474	1418
	III Skilled occupations...	All	24712	3010	2199	2364	950
	...	S.P.	6758	1068	829	1150	468
	...	Other	18253	2104	1774	2295	1038
	IV Partly skilled occupations	All	8642	849	718	978	426
	...	S.P.	2678	1255	1056	1317	612
	...	Other	5964	208	252	491	276
D. GREAT BRITAIN	...	All	1740	208	252	272	157
	...	S.P.	881	97	147	272	157
	...	Other	859	111	105	219	119
	— Inadequately described occupations	All	32	3	1	3	—
	...	S.P.	5	—	—	1	—
	...	Other	27	3	1	2	—
	— Occupation not stated	All	1715	232	161	191	85
	...	All	64050	8379	6567	8291	3616
	...	S.P.	39897	5751	4268	5143	2171
	...	Other	24153	2828	2299	3148	1445
	England	All	33481	7099	5457	6948	3054
	...	S.P.	33502	4791	3500	4264	1814
	...	Other	10079	2308	1917	2684	1240
	Northern England...	All	16887	3143	2547	3310	1455
...	S.P.	27340	1149	1509	1885	780	
...	Other	11577	1169	1038	1425	675	
Northern Region	All	3809	436	326	430	178	
...	S.P.	2245	274	212	289	103	
...	Other	1564	162	114	141	75	

East and West Ridings Region	...	...	...	5024	3096	580	438	628	282
	All	S.P.	Other	2805	1737	360	243	335	130
	Other	S.P.	Other	2219	1359	230	195	283	152
North Midland Region	...	...	...	4108	2671	420	367	459	201
	All	S.P.	Other	7241	4407	258	199	262	115
	Other	S.P.	Other	1898	1264	162	188	188	86
Midland Region	...	...	...	5838	3716	671	569	635	267
	All	S.P.	Other	3417	2172	416	315	362	152
	Other	S.P.	Other	2421	1544	255	234	273	115
North Western Region	...	...	...	8560	4865	1016	867	1167	525
	All	S.P.	Other	5055	2912	686	540	637	280
	Other	S.P.	Other	3405	2053	350	327	530	245
Southern England	...	...	...	26241	14136	3956	2910	3638	1601
	All	S.P.	Other	17739	9498	2797	2031	2379	1054
	Other	S.P.	Other	8502	4638	1159	879	1259	567
Eastern Region	...	...	...	3976	2420	497	388	475	196
	All	S.P.	Other	2603	1537	363	259	313	131
	Other	S.P.	Other	1373	883	134	129	162	65
London and South Eastern Region	...	...	...	15535	7773	2597	1836	2310	1019
	All	S.P.	Other	10724	5389	1828	1302	1532	673
	Other	S.P.	Other	4811	2384	769	778	778	346
Southern Region	...	...	...	3025	1754	397	304	399	171
	All	S.P.	Other	2660	1173	269	230	262	106
	Other	S.P.	Other	865	581	108	94	137	65
South Western Region	...	...	...	3705	2189	465	362	454	215
	All	S.P.	Other	2372	1399	317	260	272	124
	Other	S.P.	Other	1333	790	148	122	182	91
Scotland	...	...	...	7740	4302	1117	870	1009	442
	All	S.P.	Other	4770	2529	728	572	651	290
	Other	S.P.	Other	2970	1773	389	248	358	152
Wales	...	...	...	2726	1670	362	240	324	120
	All	S.P.	Other	1625	942	232	156	238	67
	Other	S.P.	Other	1101	728	130	84	106	53
Address not known	...	...	...	3	2	1	—	—	—
	All	S.P.	Other	—	—	—	—	—	—
	Other	S.P.	Other	3	2	1	—	—	—

## Tables 23 to 28

### ADDITIONAL NOTES

**1. Days of incapacity.** Days of incapacity are days of certified incapacity for work reported to the Ministry in connection with a claim for sickness benefit or an application to have contributions credited, and include weekdays only. Six days, therefore, equal one week. Days of incapacity caused by industrial accidents and prescribed diseases for which injury benefit was payable under the Industrial Injuries Acts were not included in the analyses. Days of incapacity in short spells lasting three days or less are not included in the tables in this Report (see Note 2).

**2. Spell of incapacity.** A spell of incapacity means any continuous period of incapacity for work for which medical certificates were submitted to the Ministry for the purpose of sickness benefit or contribution credits. Spells of incapacity for work caused by industrial accidents and prescribed diseases for which injury benefit was payable under the Industrial Injuries Acts were not included in the analyses. Spells of incapacity which last three days or less are commonly not reported to the Ministry because of the provision for "waiting days" before National Insurance sickness benefit becomes payable and such spells were therefore excluded from the analyses in this Report.

**3. Inception rates (persons).** The observed rate (persons) of a group of persons is the number of people in that group who at any time in the period from 5th June, 1961 to 2nd June, 1962, commenced a spell of incapacity which lasted four days or more, divided by the number of persons in that group. The inception rate for a group of men, standardised for age, is the rate which would have obtained in that group if the distribution by age of men in the group had been the same as that of the complete sample of men. The rate for a group of women, standardised for age, is the rate which would have obtained if the distribution by age of the women in the group had been the same as that of the complete sample of single and married women combined together.

**4. Average number of days of incapacity.** The observed average number of days of incapacity in a group is the number of days of incapacity in the period from 5th June, 1961 to 2nd June, 1962 experienced by the group (excluding days in spells of incapacity which lasted less than four days) divided by the number of persons in that group. The average number of days of incapacity of a group of men, standardised for age, is the average number of days of incapacity which would have been experienced by men in that group if the distribution by age of men in the group had been the same as that of the complete sample of men. The standardised average number of days of incapacity of a group of women is the average number of days of incapacity which that group would have experienced if the distribution by age of women in the group had been the same as that of the complete sample of women, both married and single combined.

INCEPTION RATES  
AND  
AVERAGE DAYS OF INCAPACITY  
Tables 23 to 28

Table 23.

Proportion of men in each occupation, social class and area who commenced one or more spells (a) of incapacity for work in the year which ended on 2nd June 1962, with corresponding proportions for men covered by sick pay schemes and other men

MEN

## INCEPTION RATES (PERSONS)

Based on a five per cent sample

Number per hundred

	Rate observed				Rate standardised for age	
	All men	Men covered by sick pay schemes	Other men	All men	Men covered by sick pay schemes	Other men
A. ALL OCCUPATIONS	28.1	30.1	25.5	28.1	30.2	25.5
I Farmers, foresters, fishermen	21.3	25.6	18.6	20.9	25.0	18.4
II Miners and quarrymen	51.2	52.1	52.3	51.2	52.1	52.6
III Gas, coke and chemicals makers	35.4	38.1	28.2	35.5	38.2	28.1
IV Glass and ceramics makers	30.5	31.0	30.1	30.8	31.4	30.8
V Furnace, forge, foundry, rolling mill workers	31.2	34.6	30.1	31.7	34.9	30.6
VI Electrical and electronic workers	27.8	30.4	24.1	28.4	30.9	24.2
VII Engineering and allied trades workers	28.5	31.9	26.3	28.8	32.2	26.6
VIII Woodworkers	26.1	33.9	22.8	25.9	32.9	22.8
IX Leather workers	25.0	26.3	24.6	23.9	25.8	23.2
X Textile workers	26.8	28.0	26.5	26.5	28.0	26.1
XI Clothing workers	22.9	26.0	21.6	22.5	25.2	21.1
XII Food, drink and tobacco workers	28.5	30.5	24.7	28.2	30.1	24.1
XIII Paper and printing workers	25.3	26.7	23.0	25.2	26.8	23.5
XIV Makers of other products	29.0	31.1	27.2	29.2	31.2	27.6
XV Construction workers	27.7	34.3	23.9	27.7	34.1	26.4
XVI Painters and decorators	28.8	37.6	28.7	28.7	37.3	28.5
XVII Drivers of stationary engines, cranes, etc.	32.8	37.5	27.2	32.1	36.9	27.1
XVIII Labourers	35.4	41.2	31.2	34.9	40.4	31.1
XIX Transport and communication workers	29.3	31.2	26.2	29.3	31.1	26.7
XX Warehousemen, storekeepers, packers, bottlers	31.2	33.1	28.3	30.8	32.8	27.8
XXI Clerical workers	28.7	25.0	22.3	24.6	25.0	21.6
XXII Sales workers	21.4	21.9	19.3	21.5	22.3	19.1
XXIII Service, sport and recreation workers	29.1	31.5	23.2	28.7	31.4	22.4
XXIV Administrators and managers	13.3	13.7	10.5	14.1	14.6	11.0
XXV Professional, technical workers, artists	20.9	21.3	16.1	21.1	21.6	15.8

B. ALL SOCIAL CLASSES		28-1	30-1	25-5	28-1	30-2	25-5
I and II	Professional, etc., and intermediate occupations	17-4	18-0	13-1	18-1	18-8	13-4
III	Skilled occupations	28-0	30-3	24-6	28-2	30-7	24-7
IV	Partly skilled occupations	30-9	33-3	26-1	30-7	35-0	26-1
V	Unskilled occupations	35-4	41-1	31-3	34-9	40-3	31-2
C. GREAT BRITAIN		28-1	30-1	25-5	28-1	30-2	25-5
England	...	27-5	28-6	24-8	27-5	29-6	24-8
Northern England	...	29-9	32-5	26-9	29-9	32-4	27-0
Northern Region	...	33-1	35-9	29-3	33-1	35-8	29-4
East and West Midlands Region	...	30-8	34-1	27-1	30-8	33-9	27-1
North Midlands Region	...	27-2	30-3	23-6	27-2	30-2	23-7
Midland Region	...	25-6	27-3	24-0	25-7	27-3	24-4
North Western Region	...	32-4	34-2	30-2	32-3	34-2	30-1
Southern England	...	26-7	26-7	21-7	26-7	26-7	23-7
Eastern Region	...	23-8	25-7	21-1	26-0	26-0	21-0
London and South Eastern Region	...	25-0	27-1	21-5	25-0	27-1	21-5
Southern Region	...	22-9	24-5	20-6	22-9	24-5	20-6
South Western Region	...	25-4	28-1	24-0	26-3	28-1	23-9
Scotland	...	29-4	30-6	28-0	29-3	30-6	28-0
Wales	...	36-3	38-9	33-7	36-3	38-9	32-7

(a) Excluding spells which lasted three days or less.

Table 24. Average number of days of incapacity (a) in the year which ended on 2nd June 1962 per hundred men in each occupation, social class and area

*Based on a five per cent sample*

	Rate observed			Rate standardised for age		
	All men	Men covered by sick pay schemes	Other men	All men	Men covered by sick pay schemes	Other men
A. ALL OCCUPATIONS	885	909	854	885	885	890
I Farmers, foresters, fishermen	690	813	612	667	755	611
II Miners and quarrymen	1,081	2,011	1,340	1,925	1,957	1,282
III Gas, coke and chemicals makers	1,064	1,159	811	1,024	1,116	800
IV Glass and ceramics makers	873	911	849	922	916	929
V Furnace, forge, foundry, rolling mill workers	995	1,170	936	997	1,096	954
VI Electrical and electronic workers	692	750	610	816	825	828
VII Engineering and allied trades workers	824	901	774	875	905	858
VIII Woodworkers	696	892	611	718	863	684
IX Leather workers	813	729	842	772	721	801
X Textile workers	996	891	1,026	917	834	941
XI Clothing workers	681	709	669	692	638	723
XII Food, drink and tobacco workers	804	834	748	823	841	796
XIII Paper and printing workers	642	665	620	683	694	669
XIV Makers of other products	803	869	750	857	890	829
XV Construction workers	881	1,117	749	875	1,025	797
XVI Painters and decorators	921	1,147	806	917	1,086	834
XVII Drivers of stationary engines, cranes, etc.	1,255	1,503	964	1,110	1,279	926
XVIII Labourers n.e.c.	1,450	1,615	1,330	1,355	1,413	1,321
XIX Transport and communications workers	919	942	883	903	892	947
XX Warehousemen, stockkeepers, packers, bottlers	1,026	1,018	1,038	945	915	963
XXI Clerical workers	676	639	917	677	653	832
XXII Sales workers	549	535	598	570	558	614
XXIII Service, sport and recreation workers	990	962	1,060	965	883	966
XXIV Administrators and managers	375	365	440	350	349	361
XXV Professional, technical workers, artists	435	435	440	486	493	491

B. ALL SOCIAL CLASSES	I and II Professional, etc., and intermediate occupations	885	909	854	885	885	890
III Skilled occupations	...	437	412	471	444	441	456
IV Partly skilled occupations	...	798	848	731	825	854	786
V Unskilled occupations	...	1,081	1,231	918	1,036	1,140	922
	...	1,439	1,587	1,333	1,360	1,416	1,159
C. GREAT BRITAIN							
England	...	885	909	854	885	885	890
Northern England	...	847	873	812	845	849	843
Northern Region	...	979	1,032	920	983	1,003	903
East and West Midlands Region	...	1,089	1,141	1,021	1,101	1,116	1,090
North Midlands Region	...	1,061	1,163	942	1,054	1,122	975
Midland Region	...	853	957	733	835	925	769
North Western Region	...	819	848	794	839	835	846
Southern England	...	1,064	1,051	1,079	1,056	1,019	1,109
Eastern Region	...	688	709	654	683	692	671
London and South Eastern Region	...	635	661	591	639	660	608
Southern Region	...	686	707	649	677	686	665
South Western Region	...	655	668	637	651	669	635
Scotland	...	792	816	759	781	791	779
Wales	...	992	976	1,011	1,011	965	1,073
	...	1,342	1,409	1,251	1,340	1,359	1,318

(a) Excluding days of incapacity in spells which lasted three days or less.

MARRIED  
WOMEN

Table 25. Proportion of married women in each occupation, social class and area who commenced one or more spells (a) of incapacity for work in the year which ended on 2nd June 1962, with corresponding proportions for married women covered by sick pay schemes and other married women

INCEPTION RATES (PERSONS)

Based on a two and a half per cent sample

Number per hundred

	Rate observed			Rate standardised for age		
	All married women	Married women covered by sick pay schemes	Other married women	All married women	Married women covered by sick pay schemes	Other married women
A. ALL OCCUPATIONS	38.1	38.4	37.8	39.3	39.6	39.1
VII Engineering and allied trades workers						
n.e.c.	44.5	53.2	42.2	45.4	52.5	43.6
X Textile workers	43.4	42.1	43.5	44.7	43.9	44.9
XI Clothing workers	38.7	37.5	39.0	40.4	42.1	40.2
XII Food, drink and tobacco workers	47.7	47.1	48.3	47.3	47.5	46.7
XIII Paper and printing workers	37.0	34.3	38.1	39.0	31.2	42.0
XIV Makers of other products	45.3	46.3	45.0	48.3	49.0	48.0
XVIII Labourers n.e.c.	45.3	48.4	43.6	48.4	61.3	42.5
XIX Transport and communications workers	49.4	47.8	52.5	46.3	44.5	51.6
XX Warehousemen, storekeepers, packers, bottlers	42.6	47.2	38.7	43.3	48.6	38.9
XXI Clerical workers	33.9	35.4	27.1	34.5	36.0	27.4
XXII Sales workers	35.3	37.4	31.5	34.9	37.0	31.3
XXIII Service, sport and recreation workers	35.8	38.3	32.2	38.0	43.2	33.4
XXIV Administrators and managers	23.2	25.9	15.4	27.8	30.4	8.7
XXV Professional, technical workers, artists	36.1	36.9	26.6	38.2	38.7	32.1

B. ALL SOCIAL CLASSES									
I and II	Professionals, etc., and intermediate occupations	...	...	...	...	...	...	...	...
III	Skilled occupations...	33.6	38.4	37.8	39.3	39.6	39.1	28.4	37.5
IV	Partly skilled occupations	36.6	35.0	23.4	36.4	37.5	28.4	37.7	36.7
V	Unskilled occupations	42.2	36.5	36.8	37.1	36.7	41.8	41.8	41.8
		38.5	39.6	37.3	43.2	46.8	39.8	39.8	39.8
C. GREAT BRITAIN									
England	...	38.1	38.4	37.8	39.3	39.6	39.1	39.1	39.1
Northern England...	...	37.1	37.7	36.4	37.9	38.6	37.2	37.2	37.2
Northern Region	...	40.6	40.6	40.5	41.5	40.8	41.9	41.9	41.9
East and West Ridings Region	...	38.4	35.8	46.9	41.8	33.4	48.3	48.3	48.3
North Midlands Region	...	34.4	36.8	39.7	38.7	36.1	40.3	40.3	40.3
Midland Region	...	35.0	35.8	33.3	35.0	33.2	35.4	35.4	35.4
North Western Region...	...	46.1	35.8	36.1	36.8	36.8	36.7	36.7	36.7
Southern England...	...	32.5	48.1	44.5	47.6	49.8	45.9	45.9	45.9
Eastern Region...	...	31.1	34.9	28.8	33.4	36.6	28.8	28.8	28.8
London and South Eastern Region	...	33.2	32.1	23.5	32.2	34.9	28.7	28.7	28.7
Southern Region	...	28.4	35.9	28.9	33.9	37.5	24.8	24.8	24.8
South Western Region...	...	34.6	36.6	31.8	36.2	37.8	33.5	33.5	33.5
Scotland	...	46.1	44.4	47.7	48.4	47.3	49.4	49.4	49.4
Wales	...	41.6	40.9	42.7	44.9	42.8	46.1	46.1	46.1

(d) Excluding spells which lasted three days or less.

MARRIED  
WOMEN

Table 26. Average number of days of incapacity (a) in the year which ended on 2nd June 1962 per hundred married women in each occupation, social class and area

Based on a two and a half per cent sample

	Rate observed			Rate standardised for age		
	All married women	Married women covered by sick pay schemes	Other married women	All married women	Married women covered by sick pay schemes	Other married women
A. ALL OCCUPATIONS	1,393	1,177	1,631	1,375	1,163	1,599
VII Engineering and allied trades workers	1,709	2,146	1,591	1,819	1,714	1,785
n.e.c.						
X Textile workers	1,962	1,516	1,996	1,980	1,677	2,000
XI Clothing workers	1,528	1,246	1,583	1,650	1,400	1,695
XII Food, drink and tobacco workers	2,114	1,615	2,594	1,830	1,465	2,193
XIII Paper and printing workers	1,320	1,066	1,421	1,336	934	1,460
XIV Makers of other products	1,882	1,658	1,958	1,799	1,451	1,890
XVIII Labourers n.e.c.	2,063	1,796	2,243	2,173	1,945	2,284
XIX Transport and communications workers	1,869	1,500	2,387	1,595	1,549	1,953
XX Warehousemen, storekeepers, packers, bottlers	1,683	1,587	1,763	1,546	1,597	1,498
XXI Clerical workers	861	834	986	889	865	957
XXII Sales workers	1,264	1,194	1,393	1,286	1,212	1,420
XXIII Services, sport and recreation workers	1,473	1,423	1,544	1,276	1,314	1,271
XXIV Administrators and managers	1,231	1,317	962	960	1,013	534
XXV Professional, technical workers, artists	1,085	1,105	843	1,189	1,228	746



Table 27. Proportion of single women in each occupation, social class and area who commenced one or more spells (a) of incapacity for work in the year which ended on 2nd June 1962, with corresponding proportions for single women covered by sick pay schemes and other single women

## INCEPTION RATES (PERSONS)

Based on a two and a half per cent sample

Number per hundred

	Rate observed			Rate standardised for age		
	All single women	Single women covered by sick pay schemes	Other single women	All single women	Single women covered by sick pay schemes	Other single women
A. ALL OCCUPATIONS	34.0	34.6	32.9	33.1	33.9	31.9
I Farmers, foresters, fishermen	25.7	27.8	24.7	26.2	27.2	25.0
VII Engineering and allied trades workers	41.1	41.2	41.1	41.0	41.5	40.8
X Textile workers	36.5	40.1	36.2	35.5	40.9	35.0
XI Clothing workers	35.6	33.6	36.0	34.4	33.5	34.5
XII Food, drink and tobacco workers	39.9	44.1	35.6	38.3	42.5	33.5
XIII Paper and printing workers	37.9	39.9	36.9	35.9	38.7	34.1
XIV Makers of other products	40.5	47.0	38.1	39.9	47.7	36.9
XVIII Labourers n.e.c.	42.1	42.6	41.8	43.2	42.9	42.9
XIX Transport and communications workers	40.0	39.8	40.5	39.0	38.9	39.7
XX Warehousemen, storekeepers, packers, bottlers	40.1	42.0	38.3	39.4	41.5	37.5
XXI Clerical workers	32.6	33.4	27.9	31.0	31.7	26.5
XXII Sales workers	34.3	36.1	30.0	32.0	33.5	28.2
XXIII Services, sport and recreation workers	30.4	32.9	27.8	30.8	33.0	28.2
XXIV Administrators and managers	29.5	30.5	22.5	31.6	32.6	23.8
XXV Professional, technical workers, artists	32.6	33.4	22.3	34.0	34.9	23.2

B. ALL SOCIAL CLASSES		34.0	34.6	32.9	33.1	33.9	31.9
I and II Professional, etc., and intermediate occupations	...	...	...	...	...	...	...
III Skilled occupations	...	31.0	32.3	20.1	33.1	34.5	22.5
IV Partly skilled occupations	...	33.4	34.1	31.7	31.9	32.6	30.2
V Unskilled occupations	...	37.2	39.4	35.9	36.9	39.5	35.1
	...	38.7	38.8	38.5	40.5	40.8	40.1
C. GREAT BRITAIN		34.0	34.6	32.9	33.1	33.9	31.9
England	...	33.5	34.3	32.1	32.7	33.6	31.2
Northern England...	...	35.4	35.8	34.8	34.4	34.7	33.9
North Midlands Region	...	36.7	35.1	39.1	35.0	34.0	36.3
East and West Ridings Region	...	33.9	33.6	34.3	32.7	32.2	33.5
North Midlands Region	...	31.7	32.3	31.1	30.2	30.9	29.4
Midland Region	...	30.7	31.1	30.2	29.8	30.2	29.4
North Western Region	...	40.5	42.1	38.2	39.8	41.2	38.0
Southern England	...	31.6	33.1	28.5	31.1	32.7	27.8
Eastern Region	...	32.5	33.1	31.2	30.8	31.7	29.3
London and South Eastern Region	...	31.3	33.0	27.4	31.2	32.9	27.3
Southern Region	...	31.0	32.4	28.2	30.1	31.4	27.2
South Western Region	...	32.5	33.9	30.0	31.0	32.9	27.8
Scotland	...	35.2	34.6	36.1	34.6	34.2	35.4
Wales	...	39.1	39.6	38.5	37.9	38.7	36.4

(a) Excluding spells which lasted three days or less.

Table 28. Average number of days of incapacity (a) in the year which ended on 2nd June 1962 per hundred single women in each occupation, social class and area

SINGLE  
WOMEN

Based on a two and a half per cent sample

	Rate observed			Rate standardised for age		
	All single women	Single women covered by sick pay schemes	Other single women	All single women	Single women covered by sick pay schemes	Other single women
A. ALL OCCUPATIONS	863	783	996	891	803	1,042
I Farmers, foresters, fishermen	888	877	893	1,023	1,080	969
VII Engineering and allied trades workers						
a.e.o.	1,251	1,360	1,223	1,267	1,338	1,247
X Textile workers	1,229	1,499	1,203	1,233	1,387	1,272
XI Clothing workers	923	766	953	1,000	747	1,073
XII Food, drink and tobacco workers	1,025	1,044	1,007	1,033	1,033	997
XIII Paper and printing workers	1,000	978	1,012	1,060	1,057	1,066
XIV Metals of other products	1,170	1,213	1,148	1,236	1,346	1,197
XVIII Labourers n.e.c.	1,523	1,375	1,600	1,544	1,255	1,674
XIX Transport and communications workers	1,095	1,027	1,243	1,105	1,026	1,330
XX Warehousemen, storekeepers, packers, bottlers	1,129	1,093	1,161	1,179	1,115	1,266
XXI Clerical workers	656	651	688	709	697	773
XXII Sales workers	782	748	795	799	765	866
XXIII Service, sport and recreation workers	1,041	984	1,101	964	912	1,030
XXIV Administrators and managers	639	669	649	608	623	683
XXV Professional, technical workers, artists	777	790	621	790	804	626

B. ALL SOCIAL CLASSES ...		803	783	996	891	803	1,042
I and II Professional, etc., and intermediate occupations	...	...	...	...	...	...	...
III Skilled occupations	...	776	778	764	783	782	706
IV Partly skilled occupations	...	741	695	854	792	738	923
V Unskilled occupations	...	1,117	1,076	1,139	1,140	1,072	1,187
	...	1,561	1,386	1,739	1,487	1,260	1,710
C. GREAT BRITAIN ...		863	783	996	891	803	1,042
England	...	832	764	944	860	786	985
Northern England	...	920	804	1,078	969	838	1,152
North Eastern Region	...	904	788	1,071	965	844	1,177
East and West Ridings Region	...	910	764	1,119	945	762	1,168
North Midlands Region	...	709	638	771	749	669	859
Midlands Region	...	787	670	952	856	716	1,045
North Western Region	...	1,124	999	1,305	1,139	1,030	1,349
Southern England	...	790	729	762	755	743	778
Eastern Region	...	783	755	838	821	785	892
London and South Eastern Region	...	728	723	740	736	732	743
Southern Region	...	663	668	652	674	675	675
South Western Region	...	804	782	845	825	801	860
Scotland	...	981	833	1,218	1,005	839	1,299
Wales	...	1,151	1,018	1,348	1,195	1,064	1,379

(a) Excluding days of incapacity in spells which lasted three days or less.